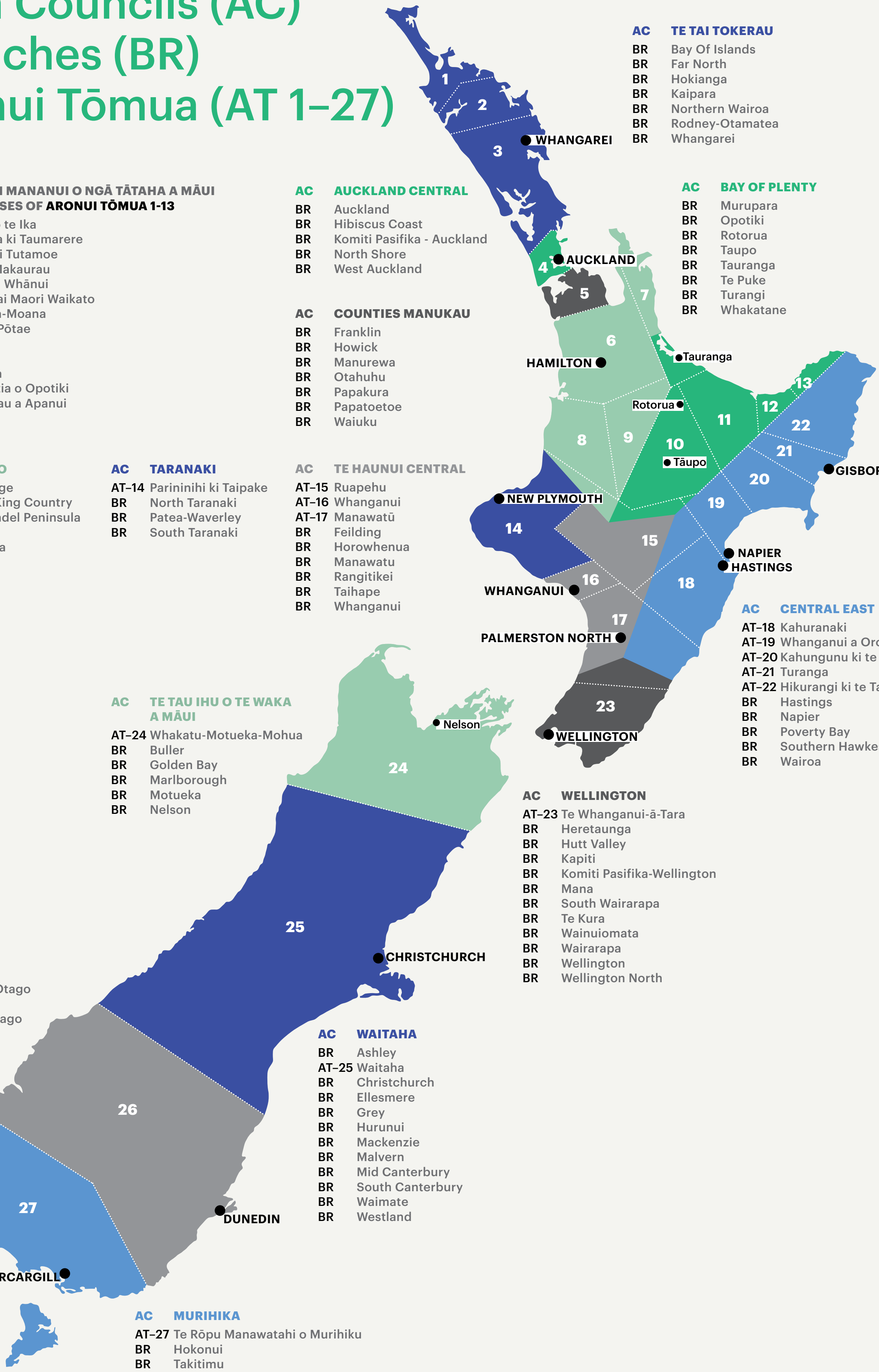
2026
ANNUAL REPORT

UNITED AND UNDAUNTED

NZEI
TE RIU ROA

NZEI Te Riu Roa Area Councils (AC) Branches (BR) Aronui Tōmua (AT 1–27)



AC TE TAI TOKERAU
BR Bay Of Islands
BR Far North
BR Hokianga
BR Kaipara
BR Northern Wairoa
BR Rodney-Otamatea
BR Whangarei

AC TE PĪPIRI MANANUI O NGĀ TĀTAHA A MĀUI COMPRISES OF ARONUI TŌMUA 1-13
AT–1 Te Hiku o te Ika
AT–2 Hokianga ki Taumarere
AT–3 Manaia ki Tutamoe
AT–4 Tāmaki Makaurau
AT–5 Manukau Whānui
AT–6 Te Mangai Maori Waikato
AT–7 Tauranga-Moana
AT–8 Te Rohe Pōtae
AT–9 Tokoroa
AT–10 Rotorua
AT–11 Mataatua
AT–12 Manaakitia o Opotiki
AT–13 Te Whānau a Apanui

AC AUCKLAND CENTRAL
BR Auckland
BR Hibiscus Coast
BR Komiti Pasifika - Auckland
BR North Shore
BR West Auckland

AC COUNTIES MANUKAU
BR Franklin
BR Howick
BR Manurewa
BR Otahuhu
BR Papakura
BR Papatoetoe
BR Waiuku

AC BAY OF PLENTY
BR Murupara
BR Opotiki
BR Rotorua
BR Taupo
BR Tauranga
BR Te Puke
BR Turangi
BR Whakatane

AC WAIKATO
BR Cambridge
BR Central King Country
BR Coromandel Peninsula
BR Huntly
BR Matamata
BR Piako
BR Thames
BR Tokoroa
BR Waihi
BR Waikato
BR Waipa

AC TARANAKI
AT–14 Parininihi ki Taipake
BR North Taranaki
BR Patea-Waverley
BR South Taranaki

AC TE HAUNUI CENTRAL
AT–15 Ruapehu
AT–16 Whanganui
AT–17 Manawatū
BR Feilding
BR Horowhenua
BR Manawatu
BR Rangitikei
BR Taihape
BR Whanganui

AC CENTRAL EAST
AT–18 Kahuranaki
AT–19 Whanganui a Orotu
AT–20 Kahungunu ki te Wairoa
AT–21 Turanga
AT–22 Hikurangi ki te Tairawhiti
BR Hastings
BR Napier
BR Poverty Bay
BR Southern Hawkes Bay
BR Wairoa

AC TE TAU IHU O TE WAKA A MĀUI
AT–24 Whakatu-Motueka-Mohua
BR Buller
BR Golden Bay
BR Marlborough
BR Motueka
BR Nelson

AC WELLINGTON
AT–23 Te Whanganui-ā-Tara
BR Heretaunga
BR Hutt Valley
BR Kapiti
BR Komiti Pasifika-Wellington
BR Mana
BR South Wairarapa
BR Te Kura
BR Wainuiomata
BR Wairarapa
BR Wellington
BR Wellington North

AC OTAGO
AT–26 Otepoti
BR Central Otago
BR Otago
BR South Otago
BR Waitaki

AC WAITAHA
BR Ashley
AT–25 Waitaha
BR Christchurch
BR Ellesmere
BR Grey
BR Hurunui
BR Mackenzie
BR Malvern
BR Mid Canterbury
BR South Canterbury
BR Waimate
BR Westland

AC MURIHIKA
AT–27 Te Rōpu Manawatahi o Murihiku
BR Hokonui
BR Takitimu

Contents

NZEI
TE RIU ROA

Message from Te Manukura | President

Kei runga te kōrero, kei raro te rahurahu.

Appeasing words above, but meddling below

This whakatauki speaks to the integrity of what we say and do. It reminds us to be true to our intentions. While this whakatauki was spoken by the Ngati Awa chief Tamatearehe over 200 years ago, it is just as relevant now as it was then.

ONE HUNDRED and forty-three years ago, 18 male teachers met in Christchurch to found NZEI Te Riu Roa. Bound by solidarity and encouraged by new legal protections, they shared a vision: to advocate for our learners and our profession.

Today, we are a powerful union of around 50,000 educators and education workers spanning primary, area, and secondary schools, early childhood education, learning support, and school advisory services. Just as Aotearoa has grown, we too have evolved. Our union now mirrors the vibrant diversity of modern New Zealand society.

We maintain strong connections with other unions here and overseas, standing shoulder to shoulder with tens of thousands of working New Zealanders in the 23 October mega strike. We have grown into a formidable political force, yet that original vision remains our unwavering anchor.

Over the past year, we witnessed an unprecedented series of challenges. Alongside sweeping curriculum changes and funding cuts that dissolved vital services like Resource Teachers Literacy and Resource Teachers Māori, the Government has attempted to weaken and downgrade Te Tiriti o Waitangi in education. They even attempted to undermine our collective unity by promulgating individual employment agreements during primary teacher bargaining, and docked the pay of our Ministry of Education Field Staff members during their partial strike.

In the face of these blatant attacks, we stayed united and undaunted. Our advocacy for our tamariki and our profession defines who we are.

Below: The NZEI Te Riu Roa National Executive, led by then President William Newton (centre), during a break at the 1909 Annual Meeting.

Above: We are a powerful union of around 50,000 educators and education workers spanning primary, area, and secondary schools, early childhood education, learning support, and school advisory services.

Through our collective advocacy, we secured critical wins. We pushed, and we prevailed, on the unworkable curriculum change timeline, forcing a Ministerial backdown that delayed full implementation across six learning areas by two years to 2029. Following an urgent inquiry, the Waitangi Tribunal made findings strongly in our favour, ruling that the Crown breached Te Tiriti and recommending an immediate pause on further changes to the Education and Training Act.

On the industrial side, our collective strength delivered some hard-won financial gains in spite of the hostile political environment and Government's tight bargaining parameters. Our principal members won a key claim - a change management allowance - alongside pay increases. Primary and kindergarten teachers and support staff secured 2.5% pay increases, teachers safeguarded the pay parity clause union members fought for decades to win – and primary teachers won parity of unit value. Furthermore, we won recognition for educators as critical fuel users, secured remediation funding for schools with asbestos contamination, and successfully argued for extended funding for the school lunches programme.

While we have stood firm, our advocacy together is far from over. Significant challenges lie ahead as the sector faces ongoing underfunding, shifting political agendas, and persistent pressures on our workforce. To navigate what comes next, our solidarity cannot waver.

As we look to the future, we must continue to be responsive to those who ask: what does being part of this union mean for me? The answer is clear: knowing you do not stand alone against systemic pressures; having a collective voice that cannot be silenced; and holding the power to shape the future of our profession.

Our power lies in our collective strength. This is the true value of our union. Together, we protect the future of quality public education in Aotearoa.

Ripeka Lessels
Te Manukura | President

Message from Korimako Tangiata | National Secretary

He toka tū moana: a rock standing firm in the sea

WHEN TIMES ARE TOUGH, we have two jobs at NZEI Te Riu Roa: to stand steadfast to our values and to stay strong against the elements whirling around us; and to uphold hope and a plan to build a more positive future.

We're not here for a short time or a three-year electoral cycle. Instead, our timeframes are inter-generational, because we are serving generations of tamariki and educators.

That doesn't mean we want to stand still or lack a sense of urgency about the changes we want to see. But it means we take the long view because we know that making change in our system – and really embedding it – takes time, and that winning the hearts and minds of educators themselves matters.

Over the last year, we've stood up for our values – on the street, in the courts, at Parliament, and in our communities. Tens of thousands of us took to the streets during last October's mega strike. 40,000 of us signed the Kimi Haeata petition, and 1,300 kaiako submitted against proposals to remove pay parity. Hundreds of principals across the country wrote open letters calling for a pause on the curriculum changes. Resource Teachers of Māori and Literacy went to the Court of Appeal to uphold the mana of their work. Learning Support members challenged the Ministry docking their pay for taking partial strike action on the streets and in the Employment Court. We picketed, marched, joined the People's Select Committee, and challenged the gutting of pay equity legislation in the High Court. And we went to the Waitangi Tribunal and received a ringing endorsement of our concerns about the removal of school boards' responsibility to give effect to Te Tiriti and the Government's failure to consult on the curriculum.

None of this would be possible for individuals; it is only together that members have the power to stand up and push back.

We face a critical election on November 7. Re-election of the current coalition is likely to embed standardised education and high-stakes assessment, de-professionalisation of teaching, de-funding of pay parity, and continued attacks on unions, workers' rights, and members' pay and conditions. Worse, the current government has no plan to address the cost of living or the impact of poverty on our children. The wealthy end of town is funding an agenda of increased privatisation of our education system that benefits overseas edutech companies and publishers but not our kids.

So where is the hope – the light at the end of the tunnel? Hope for our union is firmly grounded in knowing that we have succeeded in the past, we have a vision for the future, and we have clear priorities – our Kimi Haeta goals – around which we can mobilise and organise. The challenge – whether the political winds change or stay the same – is to build connections and networks, grow our membership and allies, build power and respect, and ensure we have a clear plan to win. Political parties do not lead change; real change depends on us. As Barack Obama said, "We are the ones we've been waiting for. We are the change that we seek."

Stephanie Mills
Korimako Tangiata | National Secretary

Who we are

We are a union of around 50,000 kaiako, tumuaki, specialist staff, and support staff – from early childhood, puna reo and kōhanga reo to primary, kura, wharekura, area and secondary schools, and Ministry of Education Learning Support and school advisory services. Supported by staff operating from our Wellington head office and nine regional offices, we stand up for those who support our learners and fight for the future of education.

Our purpose

Whakamana kaiako. Whakamana tamariki.

Our vision is to be the most powerful collective of educators in Aotearoa, firmly focused on upholding the mana and value of teaching, learning, and everyone who works in education.

We advocate for system change to build a strong, vibrant, and well-resourced education system – one that upholds the rangatiratanga of all mokopuna and empowers them to reach their full potential.

Mōku te Ao is our vision for a system where tamariki Māori are put first – because when they succeed, all children succeed.

Ngā pou o Mōku te Ao are the way NZEI Te Riu Roa brings to life our commitment to Te Tiriti. The pou are foundational criteria for what we work on and how we work.

NZEI TE RIU ROA

Ngā pou

The values that guide our work

Whakamana
Honouring identity, language and whenua to give power and authority to others by maintaining Mana

Whanaungatanga
Obligations based on relationships linking individuals to generations based on kin and non-kin and built on experience and place which is in practice whakawhanaungatanga

Rangatiratanga
The right to autonomy by controlling your own aspirations and destiny

Whakapapa
Geneology, lineage, descent, kinship and status

Manaakitanga
Duty of care to support and uplift others with kindness, generosity and respect

Wairuatanga
The spiritual dimensions of thinking, being, doing and connecting through time and space

Kaitiakitanga
A connection between human kind and the natural world which is a role of guardianship

Tikanga
To follow tikanga is to follow processes that are right and based on rites

NZEI
TE RIU ROA

Te Kahu Kiwi

How our governance works

Governance in our union provides the member leadership, oversight, and decision-making responsibility required for our strategic direction and financial health. This remains distinct from daily operations, which are a staff responsibility.

The purpose of Te Kahu Kiwi, our governance meeting, is to develop an equitable partnership in decision-making power between Tangata Whenua and Tangata Tiriti, bringing to life our commitment to Te Tiriti and tino rangatiratanga.

The meaning behind Te Kahu Kiwi

Te Kahu Kiwi is our peak leadership and governance meeting where key strategic decisions about the union and our work are made.

A kahu is a cloak and Te Kahu Kiwi is the most precious of all, woven entirely from kiwi feathers. For this rōpū, the ingoa means that every individual feather adds unique strength and beauty to the cloak, which figuratively wraps around NZEI Te Riu Roa.

Our governance in action

Established in January 2024, Te Kahu Kiwi brings together our two governance bodies – National Executive and Te Reo Areare – to make joint decisions. The group typically holds two-day hui four to six times a year, putting Te Tiriti partnership into practice within our union. At Hui-ā-Tau 2025, members approved a new constitution to formally embed Te Kahu Kiwi into our rules.

NZEI Te Riu Roa Te Kahu Kiwi 2026: Front row (from left to right) Winnifred Morris, Tiri Bailey, O'Sonia Hotereni, Ripeka Lessels, Paeone Goonan, Phonderly Siohane, Raewyn Himona, Takarihi Temarama; Middle row (from left to right) Max Thompson, Te Aroha Hiko, Lovi Collier, Michelle Haua, Margaret Nicholas, Tinaka Jopson, Rowena Timoti, Conor Fraser; Back row (from left to right) Rongopai Kira, Te Whakakotahitanga Jenkins, Megan White, Zane McCarthy, Barb Curran, Annie Te Moana, Serena Mata, Alexandra (Ally) Kingi, Tute Mila, Martyn Weatherill, Maihi Parkinson

Inside the National Executive

The National Executive is the national governance body of NZEI Te Riu Roa. It consists of 11 elected members and three kaihautū (leaders) nominated from Te Reo Areare – one of whom must represent early childhood education.

To ensure diverse sector voices are heard and included in union decision-making, five of the 11 seats are designated for specific sectors: principals, primary and area school teachers, support staff, Ministry of Education Learning Support staff, and early childhood education. (The most recent addition, the Ministry of Education Learning Support seat, saw its first representative elected at the 2022 Hui-ā-Tau.) The remaining six are general seats. The National Executive is elected every two years at Hui-ā-Tau (annual general meeting).

Inside Te Reo Areare

Te Reo Areare is the Māori governance body of the union, made up of 19 selected member leaders nominated from their rohe and confirmed at Te Kāhui Whetū every two years.

The body includes 12 rohe representatives (drawn from all sectors), three early childhood education representatives, one Te Kupenga Rangatahi, one Kaiāwhina Tautoko, and two Kaumatua.

The leadership of Te Manuhuia

Te Manuhuia brings together our three National Executive leaders – the current president, vice president, and past president – and three kaihautū of Te Reo Areare.

The group takes its name from the sacred huia bird, a guardian of the 12th heaven climbed by Tawhaki. Historically, the white-tipped feathers of the huia were so highly valued they were worn exclusively by chiefs, particularly the women. In Māori culture, the huia possesses both the oratory and leadership skills demonstrated by this leadership team.

Te Manuhuia shares leadership of Te Kahu Kiwi by setting agendas and facilitating meetings. They also act as a senior leadership group to support the president and provide guidance between Te Kahu Kiwi meetings.

Our consensus decision-making

Te Kahu Kiwi operates by consensus. Decisions are reached by finding solutions that everyone agrees with or, at the very least, can support. This requires open debate and honest conversation to talk through different perspectives. Making decisions by consensus builds shared power, creating a stronger and more united union.

Te Reo Areare Report

Co-Governance – Our Way

Two leadership groups – Te Reo Areare and the National Executive – have come together to form the organisation's unified governing body, Te Kahu Kiwi, as a result of our constitutional changes at Hui-ā-Tau in 2025. National Executive members continue to navigate this path, while members of Te Reo Areare have successfully adapted to this new governance structure.

Iwi relationships

Beginning with the powhiri at Waiwhetū Marae for Te Manukura Hou, iwi relationships have been a high priority on our agenda. Building on the connections cultivated during Te Kāhui Whetū, we are focused on deepening our relationship with Te Āti Awa. *Rangatira ki te Rangatira* was the kōrero from the kaumātua – a clear directive to always engage leader-to-leader, ensuring our highest leadership guides these important discussions. In building this relationship, we recognise that like any kawenata, this covenant is lifelong and thrives on continuous care. We look forward to ensuring our kōrero and actions reflect this standard of *Rangatira ki te Rangatira*.

We believe that an education system based on rangatiratanga centres tamariki Māori — with rights to control their own aspirations and destiny — and would work for all children through values of mutual benefit to society.

World Indigenous Peoples' Conference on Education

During our attendance at the World Indigenous Peoples' Conference on Education (WIPCE) in Tāmaki Makaurau, we learnt that how we teach, learn, and lead indigenous knowledge is precisely the education our children need. In the workshops, students from local kura and Kamehameha College demonstrated such deep cultural grounding that teaching and learning flowed naturally from them. Experiencing this left us feeling empowered and strengthened in our own cultural competence.

MANAAKITANGA

SUPPORTING OUR MEMBERS

"I want to thank you for your advice, care, and professionalism on our recent call. I felt supported and informed. Thank you for your expertise and personable nature through a stressful time."

"I really appreciate your time and assistance. I felt heard and validated, thank you so much."

Member Support Centre

Your Member Support Centre (0800 NZEI HELP) and Principal Support Line (0508 PRINCIPAL) provide pastoral and industrial support, advice, and guidance via phone and email. Over the past year, we responded to more than 13,000 initial calls and emails from members.

These queries range from straightforward questions about collective agreement entitlements or updates to contact details to complex cases involving disciplinary processes and workplace conflict.

Our call and email volumes peaked during major campaigns, including the recent support staff and primary teacher negotiations. Early in the 2026 calendar year, we also noted a significant increase in relationship-based issues. Because these interpersonal conflicts are complex, they take more time and support to resolve.

Every query requires an individually nuanced response; some cannot be resolved on first contact. Our goal is always to empower members to actively resolve their issues by providing accurate information, clear action steps and, where needed, direct coaching through difficult conversations.

Legal Support

Our legal team represented members in 633 cases involving employers and professional bodies between 1 July 2025 and 30 June 2026. Workplace matters made up 85% of these cases, while the remaining 15% required representation at the Teaching Council.

"Thank you for everything you have done for me! All of you have been fantastic."

"Thank you. The support of yourself and the team at NZEI is much appreciated. We only wish we had reached out sooner!"

"Wow, that is great and super speedy."

Manaaki Tangata

Our Manaaki Tangata team embodies the whakatauki *"Anei au, tō pou whirinaki"* – *I am here, your pillar of support* – by supporting other members as they navigate professional challenges. This highly valued service is delivered by 34 dedicated members who draw on a wealth of experience, including several who have served in this role for more than 20 years.

Over the past year, we referred 63 requests for member support to Manaaki Tangata.

Manaaki Tangata has also continued to strengthen its relationship with the Member Support Centre (MSC), building a shared commitment to manaakitanga in ways that uphold members' mana and wellbeing. To support this work, the team engaged in regular professional learning and development, including regional hui, online wānanga, and specialised training focused on employment rights, psychosocial harm, and member support processes. Additional resources on our CoAssemble e-learning platform further supported their development.

Member Education

Developed over the last year, our new Foundational Skills Programme gives worksite representatives (WSRs) across the motu a shared foundation of theory and practical skills.

The programme features three full-day training sessions delivered through a blended learning approach. Through CoAssemble, WSRs can access online modules at their own pace to reinforce key concepts and deepen their understanding.

The programme is grounded in Mōku te Ao and guided by core principles including ako, whanaungatanga, and manaakitanga. It brings members together across sectors in kotahitanga, creating opportunities for WSRs to connect across the region, build ongoing networks, and grow the confidence needed to strengthen our union in workplaces and communities.

During this period, we delivered more than 20 Foundational Skills training sessions to WSRs, alongside bespoke training developed to support members, leaders, and WSRs during collective agreement negotiations.

We provide pastoral, industrial, and legal support, advice, and guidance to our members.

INVESTING IN OUR MEMBERS

Investing in our members: NZEI Te Riu Roa Scholarships

Each year, NZEI Te Riu Roa invests in the future of educators by awarding scholarships of up to $6000 each to support staff and ECE kaiako members. Across 2025 and 2026, 13 dedicated professionals received this support, including six support staff and seven ECE teachers. Two of the ECE kaiako secured funding to continue a joint project started in 2024.

> **"The scholarship has made such a difference for me and meant my dream is now finally a reality."**
>
> – Pala Fisher, 2025 Support Staff recipient

Our recipients tackle important, real-world challenges. In 2025, scholarship recipients completed qualification pathways including a diploma in bilingual teaching, postgraduate psychology studies, and Montessori training, alongside practical initiatives like developing school transition practices for autistic children.

This year's cohort includes a support staff member embarking on a Bachelor of Counselling, and an ECE kaiako researching the accessibility of learning support for Pacific tamariki in Southland.

In 2026, Te Rōpū Takawaenga Māori o Aotearoa, the national association for Resource Teachers and Advisers – Māori (NARTAM), disbanded and set up a scholarship with its remaining funds to be administered by NZEI Te Riu Roa to support the learning of te reo Māori. The scholarship is to be launched at Hui ā Tau 2026.

> **"I am undertaking this project to support the early identification of the requirement for learning support to remove the current barriers to tamariki receiving the support they require."**
>
> – Charlene Meynell, 2026 ECE teacher recipient

> **"I was incredibly grateful to be awarded an NZEI Te Riu Roa ECE and Support Staff Scholarship in 2025. The scholarship provided valuable financial support toward completing my Bachelor of Social Services, which I completed with Distinction."**
>
> – Bronwyn Gardner, 2026 Support Staff recipient

> **"The scholarship support has been essential to my ability to undertake this journey."**
>
> – Charlene James-Meijer, 2025 recipient

Left: We support the careers of our members by awarding scholarships to fund their research, and to help them pursue a bachelor's degree or carry out initiatives that will benefit our tamariki.

OUR RAINBOW NETWORK

NZEI
TE RIU ROA
Rainbow Network

An incredible turnout from NZEI Te Riu Roa Rainbow Network members in Tāmaki Makaurau for the Big Gay Out 2026!

Our Rainbow Network

Small beginnings, creating safer spaces, aiming for a more inclusive union. While still developing, our Rainbow Network is taking steady steps forward across the motu.

In Tāmaki Makaurau, the network has been busy building our community through termly coffee hui and holiday social catch-ups. The network is humming, highlighted by a fantastic turnout at this year's Big Gay Out. It was a brilliant opportunity to support the Kimi Haeata petition, gathering more than 150 signatures from the rainbow community on the day.

The event also connected us with members who were unaware of the network, highlighting a clear need to boost our internal communications. Additionally, our convenors attended the CTU Out at Work conference in July, building valuable relationships across the wider union movement and highlighting how we can better support our rainbow community.

In Te Whanganui-ā-Tara, current co-convenors Brooke Harper and John Manville are re-establishing the rōpū. Inspired by the CTU Out at Work Rainbow Voices conference in Auckland, they plan to grow the Wellington network by:

- using a messaging app to plan and communicate
- holding regular, scheduled social get-togethers
- holding a multi-union Rainbow Network event, and
- running an event on inclusive rainbow education, open to all NZEI Te Riu Roa members.

KIMI HAEATA
BACK OUR FUTURE

Delivering on our Kimi Haeata | Back our Future campaign

On 15 May 2026, members in Tāmaki Makaurau delivered the *Back our Future | Kimi Haeata* petition, signed by around 40,000 people, to the Minister of Education's electorate office on the North Shore.

While the delivery of the petition marks a significant milestone, the campaign continues, calling on all political parties to commit to urgent investment in the education workforce across four key areas:

- A teacher aide in every classroom
- Fair pay and job security
- Upholding Te Tiriti o Waitangi
- Defending quality early childhood education

Right: NZEI Te Riu Roa members staged a rally outside the Minister of Education's electorate office before handing over the petition on 15 May 2026.

A teacher aide in every classroom

Rocking Parliament for public education

On 1 April 2026, the steps of Parliament were transformed into a high-energy concert venue as 75 talented students from Upper Hutt City's Birchville School ensured their message was heard loud and clear. Joined by a dash of percussion and a backing band of younger siblings, parents, and grandparents, the students delivered an unforgettable performance of Queen's "We Will Rock You" and the modern classic "Baby Shark" on their recorders.

Organised by NZEI Te Riu Roa primary principal leader Robyn Brown, the mini-concert used the power of music to spotlight our core campaigns: securing a teacher aide in every classroom, upholding Te Tiriti o Waitangi, ensuring fair pay for educators, and defending quality early childhood education. It demonstrated that our campaign for the future of public education involves the whole community – and that our message cannot be ignored.

Left: Students from Upper Hutt City's Birchville School showed support for educators by holding a mini-concert with their recorders on the steps of Parliament.

Value educators fairly and ensure their work is secure

Mega strike

Our members were among the over 100,000 public sector staff who took part in a coordinated "mega strike" on 23 October 2025 to call on the government to better fund and resource public services. The country's largest strike in 40 years brought together workers from multiple sectors, including more than 60,000 teachers, 40,000 nurses and salaried medical specialists, and 15,000 public service staff.

Above: Tens of thousands of teachers, health professionals, and other public sector workers took part in the mega strike to demand better pay and improved working conditions.

Kindergarten teacher and long-time NZEI Te Riu Roa member Louana Fruean braved gale force winds and torrential rain, which cancelled the 23 October mega strike in the capital, to protest alone at Parliament. Her message: "Pay us more. Pay us what we deserve. We're teaching the future of Aotearoa, and the world."

Taking the pay equity fight to the United Nations

In May 2026, we escalated the fight for pay equity by joining a coalition of affected workers and unions to lodge a formal complaint with the United Nations against the New Zealand Government. Submitted to the UN Committee on the Elimination of Discrimination against Women (CEDAW), the claim challenges the dismantling of pay equity progress last year. NZEI Te Riu Roa members Ally Kingi (Teacher Aide) and Mel Burgess (ECE teacher) are two of the four individuals taking their cases to the international stage alongside the Pay Equity Coalition Aotearoa, seeking global accountability for this direct assault on the rights of women workers.

Right: Kindergarten teacher and NZEI Te Riu Roa member Mel Burgess is one of four women who lodged a formal complaint with the United Nations against the New Zealand Government for scrapping 34 active pay equity claims in 2025.

Left: Teacher Aide and NZEI Te Riu Roa national member leader Ally Kingi said that by involving the UN, complainants are seeking global accountability for what they describe as a direct assault on the rights of women workers in New Zealand.

Right: Front row (from left to right): Tamara Baddeley (E tū), Dame Judy McGregor (PECA), Prof Gail Pacheco (Human Rights Commission), and Muriel Tunoho (E tū). Back row (from left to right): Melissa Ansell-Bridges (NZCTU), Clare Preston (PPTA), Ally Kingi (NZEI Te Riu Roa), and Mel Burgess (NZEI Te Riu Roa)


ADVERTISEMENT

NZEI TE RIU ROA

NEW ZEALAND PRINCIPALS' FEDERATION

OPEN LETTER TO THE MINISTER OF EDUCATION

An open letter, co-organised by NZEI Te Riu Roa and endorsed by a breadth of educators, peak bodies and subject associations, demanded that the Government pause the rollout of its rushed curriculum reforms.

Sector unity wins two-year delay in curriculum rollout

In a major win for the education sector, a sustained advocacy campaign led by NZEI Te Riu Roa forced the Minister of Education to push back the rushed curriculum implementation timeline. This significant shift directly followed an open letter co-organised by NZEI Te Riu Roa and published in major national newspapers in April 2026. The letter, signed by a diverse breadth of educators and national organisations, warned that the frantic pace and unworkable scope of the reforms threatened teaching quality and student learning. By mobilising this powerful coalition, the union successfully won a two-year delay, meaning the first mandated learning areas will now be deferred until 2029.

Holding the Teaching Council to account

NZEI Te Riu Roa held the Teaching Council to account by demanding it adhere to legal requirements and fill vacant elected teacher positions instead of allowing the body to become entirely dominated by ministerial appointees. Unfortunately, in July 2026, the System Reform Bill scrapped elected representatives altogether and moved teaching standards to the Ministry of Education. We condemned the fact that the country's 113,000 frontline teachers currently have zero representation on their own regulatory body despite entirely funding it through registration fees. Accountability concerns intensified following a response to an OIA request by NZEI Te Riu Roa, which exposed text messages revealing a "cosy" relationship and potential conflict of interest between the Education Minister and then Teaching Council Chair David Ferguson regarding government funding for his private teacher training company. By challenging these governance failures and pushing back against the systemic changes in the proposed System Reform Bill, NZEI Te Riu Roa continues to fight for a transparent, fair public education system that remains independent of direct political influence.

Securing the $1.4m asbestos clean-up grant

Following a campaign by NZEI Te Riu Roa, the Ministry of Education reversed its stance and approved a one-off grant totalling $1.4 million to safely remove asbestos-contaminated sand from affected schools. We took immediate action after the Ministry initially told both schools and early childhood education centres (ECEs) to cover their own remediation costs, a directive that NZEI Te Riu Roa described as "a disgraceful failure of regulatory accountability." President Ripeka Lessels wrote to the Education Minister in November 2025, warning that these massive, unforeseen expenses would cripple budgets and divert crucial funding away from student learning. While the final government grant unfortunately excluded ECEs, the union's advocacy successfully shielded nearly 170 schools from financial hardship and highlighted the systemic regulatory failures affecting the wider sector.

Above: NZEI Te Riu Roa learning support specialists held a rally outside the Employment Court at the beginning of a four-day hearing in February 2026.

MOE learning support specialists mount Employment Court challenge

More than 700 Ministry of Education learning support specialist members of NZEI Te Riu Roa launched a legal challenge in the Employment Court against the Ministry's retaliatory pay deductions. The Ministry slashed 10% of field staff and service managers' wages during a month-long partial strike in 2025, despite members fulfilling their full contracted hours and refusing unpaid overtime. These specialists – including psychologists, therapists, and advisors – are stretched beyond capacity, navigating severe underfunding and a 116-day waiting list for vulnerable tamariki. NZEI Te Riu Roa members took a stand not only against the pay deduction but for the manageable workloads and resources the profession needs. By mounting the legal challenge, the union continues to defend both the dignity of educators and the future of quality learning support in Aotearoa.

Left: NZEI Te Riu Roa member leader Conor Fraser on TVNZ's Breakfast programme on 10 February 2026, explaining how the partial strike action highlighted the urgent need for better tamariki support.

Fuel crisis response and transport allowance win

Through targeted advocacy, our union successfully secured the classification of schools and early childhood education centres (ECE) as "critical fuel users" under Phase 4 of the Government's national fuel response plan. This designation is an important milestone, forcing the Government to recognise the essential role educators play in keeping society and the economy moving. However, ensuring priority access to fuel is only half the battle if high prices remain unaffordable for staff on the ground. To provide immediate financial relief to relief teachers during this cost-of-living crisis, NZEI Te Riu Roa has won a significant temporary increase to the Relief Teacher Transport Allowance, more than doubling the mileage rate from 37 cents to 83 cents per kilometre (after the first 10 kilometres daily). We continue to hold the Government to account, ensuring they back their expectations with the funding, job security, and essential worker status required to keep our schools and ECE services running.

NZEI Te Riu Roa demands immediate withdrawal of flawed Education System Reform Bill

NZEI Te Riu Roa submitted feedback to the Education and Workforce Select Committee in February 2026, strongly demanding the immediate withdrawal of the Education and Training (System Reform) Amendment Bill. President Ripeka Lessels warned that the legislation grants the Minister of Education sweeping, unchecked powers to unilaterally rewrite the curriculum and places the Teaching Council under total ministerial control by completely eliminating elected teacher representatives. We highlighted that shifting the Council's statutory requirement from "have regard to" to "give effect to" government policy effectively dismantles the regulatory body's independence. Furthermore, National Secretary Stephanie Mills expressed deep concern over the erosion of educational equity, warning that prioritising bureaucratic oversight over equitable outcomes directly threatens initiatives designed to support Māori, Pasifika, and students with additional learning needs. We maintain that this undemocratic Bill – rushed through without sector consultation – must be reversed to prevent the deprofessionalisation of teaching.

Above: Veteran educator and long-time NZEI Te Riu Roa member Jo Patrick is staging a fortnightly musical protest outside the Education Minister's electorate office, campaigning against fast-tracked education reforms until the 7 November General Election.

Left: NZEI Te Riu Roa President Ripeka Lessels and National Secretary Stephanie Mills made a submission to Parliament's Education and Workforce Select Committee on 9 February 2026.

Uphold Te Tiriti o Waitangi in education

Defending Te Tiriti in our schools

NZEI Te Riu Roa challenged the Government's removal of legal obligations for school boards to uphold Te Tiriti o Waitangi in an urgent Waitangi Tribunal inquiry. Following scathing Tribunal findings of Crown breaches, the union called for an immediate halt to legislation amending the Education and Training Act's Te Tiriti provisions. The union is also demanding a stop to the rollout of current curriculum reforms, which deprioritises te reo Māori, tikanga, and mātauranga Māori without proper sector consultation. Through these decisive actions, the union continues to fight to restore partnership, protect ākonga Māori educational outcomes, and hold the Crown accountable.

Court of Appeal challenge over RTLit and RTM de-funding

NZEI Te Riu Roa took the Crown to the Court of Appeal in May 2026, seeking a declaration that the Minister of Education failed to genuinely consult or meet her Te Tiriti o Waitangi obligations when de-funding the Resource Teacher Literacy (RTLit) and Resource Teacher Māori (RTM) specialist services in Budget 2025. Backed by sector leaders and expert legal counsel, our union argued the case to uphold the mana of educators and send a clear message that fair process must be followed. The three-judge panel scrutinised the Crown's decision-making, asking searching questions regarding whether the Minister had properly sought advice on meeting her statutory Te Tiriti obligations. While a judgment is expected to take several months, the legal action affirms our collective commitment to accountability and the success of ākonga Māori.

Below: At the start of the Waitangi Tribunal hearings, April 2026.

Left: National Secretary Stephanie Mills, NZEI Te Riu Roa President Ripeka Lessels, and National Executive member and former Resource Teacher Māori Tiri Bailey on Day one of the three-day Court of Appeal hearing, May 2026.

Defend quality early childhood education

Submission on the ECE Reform Amendment Bill

NZEI Te Riu Roa submitted feedback on the proposed Education and Training (Early Childhood Education Reform) Amendment Bill, strongly recommending that it be abandoned. We highlighted major concerns over a rushed legislative process that bypassed critical stakeholder consultation and resulted in a Regulatory Impact Statement that failed quality assurance. We warned that the proposed changes threaten to degrade teaching and learning quality while failing to address systemic issues like teacher shortages, crushing workloads, and unsafe ratios. Furthermore, we noted that the reforms pose severe risks to mokopuna Māori by forcing whānau to choose services that are no longer culturally affirming.

WHAT WE ACHIEVED TOGETHER

Primary and area school teachers

A hard-fought primary teachers' collective agreement

The road to ratifying the Primary Teachers' Collective Agreement on 2 April 2026 was fraught with challenges. Our bargaining team – Barb Curran, Paeone Goonan, Liam Rutherford, Teena Cains and Oriwia Murray-Stevens – pushed hard for a fair offer. After members rejected the Government's third offer in December 2025, we entered mediated bargaining from 25-27 February 2026. This ended in an impasse, prompting NZEI Te Riu Roa to seek urgent facilitation. Members responded very strongly to a call for evidence about the impact of curriculum change. The bargaining team was able to share information from thousands of teachers to illustrate the extent of the issues being experienced and the depth of feeling amongst teachers.

Below: Waving signs at busy intersections during the morning rush hour, primary teachers nationwide held mini-rallies on 24 March 2026 as their bargaining team headed into facilitation.

Right: Primary teachers discuss strategies to strengthen collective bargaining leverage during the Paid Union Meetings in February 2026.

It was clear that the employer party felt the impact of the collective strength of teachers acting together. Not only did the massive October 23 mega strike alongside nurses and PPTA colleagues result in an improved offer in December, but on 11 March 2026, the Public Service Commissioner took the unprecedented step of promulgating a new Individual Employment Agreement (IEA) to non-union members. The IEA resembled the rejected offer and failed to address our key concerns. We viewed this promulgation as a direct attempt by the Government to undermine our collective strength and divide teachers. In response, we pursued facilitation to secure a better offer and challenge the Government's decision to bypass our collective voice without any consultation.

During Employment Relations Authority (ERA) facilitation from 24-27 March 2026, we secured an improved offer, which members ratified on 2 April.

While primary teachers were in facilitation, our Area School Teachers, alongside the Post Primary Teachers' Association Te Wehengarua, entered mediation with the Ministry of Education on 24-25 March 2026. The resulting Ministry offer was put to a member vote closing on 24 April. While we did not achieve every goal, members voted to accept the proposed Terms of Settlement for the Area School Teachers' Collective Agreement, recognising it as the best outcome possible against a government actively hostile to our aspirations. The new 26-month collective agreement took effect on 25 March 2026 and expires on 24 May 2028.

A major win: Pay parity with secondary teachers

We won an important principle about entrenching parity of unit value, which sets us up well for the future.

This means that if there are any changes made to the value of the base pay scale or units (this is a new feature of the Primary Teachers' Collective Agreement) for other teachers in the state sector (secondary or area school teachers), these changes must be offered to primary teachers within a month, regardless of whether or not we are bargaining or about to start bargaining.

In practice this means that if secondary teachers negotiate increases to the pay scale or units before our collective agreement expires, we will also be offered that increase. The secondary teachers' agreement expires well before ours does so we may be offered pay increases well before our expiry date, which is 2 October 2028.

ERA complaint over PSC breach of good faith

NZEI Te Riu Roa filed a complaint with the ERA against the Public Service Commissioner in June 2026. The complaint centres on the Commissioner's decision in March 2026 to promulgate a new Individual Employment Agreement for non-union primary teachers while collective bargaining was underway. We contend that this action undermined the integrity of the bargaining process and constituted a serious breach of good faith. Despite primary teachers successfully ratifying their collective agreement in April 2026, the legal challenge was pursued to protect our collective bargaining rights and hold the Commissioner accountable.

'Rushed and unsustainable': teachers say rapid change doesn't serve pupils, could hasten burnout

Amy Ridout | The Post

Impact of curriculum changes

To build our case for a better offer, worksite reps helped gather thousands of member stories regarding workload overload through a survey. Completed by nearly 7,800 teachers across more than 700 primary schools, these findings underscored the intense, unsustainable pressure facing educators across the country – which risks teacher burnout and threatens the learning outcomes of our tamariki:

- 87.5% of primary teachers reported an increased workload.
- 83.2% of respondents feel overwhelmed by the pace and extent of change.
- 77.6% of those surveyed believe the rollout is rushed and poorly managed.
- 76.4% of teachers highlighted the need for more support for students with additional learning needs.
- 49.6% of teachers reported increased behavioural and learning issues.

PRIMARY TEACHERS

WHAT WE ACHIEVED TOGETHER

- Unit value parity
- $2.5m fund for reliever release and PLD costs
- 4.6% pay increase within 12 months (2.5% in Year 1 + 2.1% in Year 2)
- Protected teacher autonomy over term breaks
- Pay parity with secondary teachers on the base scale and unit value
- 500 curriculum change release days per year for small schools (2027 – 2028)
- 25 more cultural leadership allowances
- Increase in camp allowance from $25 to $35
- Reliever transport allowance up from 37c to 83c/km

NZEI
TE RIU ROA

AREA SCHOOL TEACHERS

WHAT WE ACHIEVED TOGETHER

- 2.5% pay rise from 4 August 2026 (backdated to 25 March 2026)
- On 28 January 2027: 2.1% pay rise for teachers on steps 9-10; 2% increase for teachers on steps 1-8
- Up to 4.7% cumulative pay rise
- Increase to the value of management allowances and units
- LATs in training now get MITA/PBITA entitlements
- Professional Learning Development funds for relievers who are NZEI Te Riu Roa members
- 40 days of curriculum change release time for U1-U3 area schools to roll out changes
- No extra callback days, despite government pressure to change this.

NZEI
TE RIU ROA

WE ALSO STOOD UP FOR

- RTMs and RTLits, whose roles were disestablished last year
- Te Tiriti o Waitangi in education, taking our concerns to the Waitangi Tribunal

NZEI
TE RIU ROA

Primary and area school principals

Principals' Council: A strong voice in education

For over 30 years, the NZEI Te Riu Roa Principals' Council has provided a powerful voice for school leaders within our union and across the education sector, shaping national campaigns and strategic planning. This past year, the Council's support for our campaign against the government's rushed curriculum changes – which kicked off with an open letter to the Minister of Education signed by more than 650 primary and area school principals and delivered to Parliament in October 2025 – helped secure a crucial win: a two-year delay on implementation timelines to 2029.

Above: The NZEI Te Riu Roa Principals' Council has provided a powerful voice for school leaders within our union and across the education sector for over 30 years.

Recognition of primary and area school principals' change management role

Primary principals ratified a collective agreement offer on 24 February 2026 that included a $15,000 change management allowance, acknowledging the huge workload generated by the government's rushed curriculum changes.

NZEI Te Riu Roa area school principal members led the way by securing government recognition for their significant workload driven by NCEA curriculum changes – a key win ratified in their December 2025 collective agreement.

NZEI Te Riu Roa poll: Principals face burnout

An insights poll conducted by NZEI from 28 October to 5 November 2025 revealed that primary principals were at a breaking point, with 73% surveyed indicating they may quit within five years due to severe burnout. This potential exodus is driven by rapid, government-mandated curriculum changes implemented without adequate consultation.

Key findings include:

- 97% of primary principals consider the timeline for implementing the new curriculum changes unrealistic.
- 99% say the frequent policy and curriculum shifts have left insufficient time to consolidate previous changes.
- 99% report the pace of curriculum change has placed significant additional pressure on tumuaki and principals.
- 90% describe the professional learning and resources provided by the Ministry of Education to support implementation as insufficient.
- 96% confirm the cumulative effect of curriculum changes and increased workload has adversely impacted their health and wellbeing.
- 73% reveal they are likely to quit within the next five years due to the workload and wellbeing impacts of the curriculum changes.

Te Rā o Tumeke Tumuaki gaining momentum

Launched by NZEI Te Riu Roa in 2022, Te Rā o Tumeke Tumuaki continues to gain ground across schools and kura. The initiative achieved a major milestone on 23 July 2025 when the New Zealand Post Primary Teachers' Association Te Wehengarua joined the celebrations. The annual day recognises and celebrates the leadership and outstanding contributions principals make to education.

Above: Three incredible days of learning, connection, and solidarity at our Rural Teaching Principals' Conference, held in Tāmaki Makaurau from 27-29 May 2026. From exploring high-performance leadership and AI to navigating the shared challenges of rushed curriculum changes and the fuel crisis, our rural leaders showed inspiring resilience.

PRIMARY PRINCIPALS

WHAT WE ACHIEVED TOGETHER

- U-grade pay increase: 2.5% in Year 1 and 2.1% in Year 2
- Change management allowance
- Literacy and Numeracy leadership base increase: Up to $10K by Year 3
- $5K allowance for principal mentors
- $4K PCT mentoring allowance for U1 and U2 principals
- Protected service when returning from charter schools
- Increased financial support to Chatham and Pitt Island tumuaki
- Unified pay system renewed across primary, area, and secondary principals

NZEI
TE RIU ROA

AREA SCHOOL PRINCIPALS

WHAT WE ACHIEVED TOGETHER

- U-Grade increase of 2.5% in 2025, plus an additional 2.1% in 2026
- NCEA change implementation allowance: $6,000 per year, totalling $15,000 over the 30-month term.
- A $1,500 increase in career payments for beginning, experienced, and leading principals
- Increase in ASP payment of $1,000 in 2026 and an additional $500 in 2027
- A $5,000 mentor allowance

NZEI
TE RIU ROA

Support Staff, Kaiārahi I te Reo and Therapists

Collective agreements ratified

In March 2026, essential support staff, kaiārahi i te reo, and therapists ratified their collective agreements. This milestone followed a significant escalation of member power, which grew from a 22,000-signature open letter in May 2025 to participation in the October 2025 mega strike. Through this collective action, members successfully shifted the Government from initial offers that would have delivered a 0% increase for the majority of these essential professionals to securing the same offer as primary and secondary teachers. The bargaining teams also secured better job security, targeted improvements for therapist leaders, and a new Professional Learning and Development (PLD) fund for those supporting neurodiverse students.

Following these negotiations, the Support Staff National Caucus Kaiawhina Tautoko (SSNCKT) continued to address systemic issues affecting the sector. Current priorities include campaigning against widespread job insecurity, advocating for a sustainable funding model for teacher aides, and supporting colleagues to understand their new collective agreement.

NZEI Te Riu Roa members delivered a 22,000-signature open letter to the Minister of Education's electorate office on the North Shore in May 2025.

SUPPORT STAFF IN SCHOOLS

WHAT WE ACHIEVED TOGETHER

- Won same % pay increase – 2.5% – as teachers
- Better job security with guaranteed hours for 12+ months
- Expanded tiaki allowance application
- Mileage reimbursement rate increased to 83c per km
- $8m PLD fund for staff supporting neurodiverse students
- Medical certificates can now only be requested after 5 consecutive sick days (up from 3)
- New provisions to recognise workplace delegates
- Service protections if your school converts to a charter school
- Extended coverage to include all guidance counsellors without formal teacher training

NZEI TE RIU ROA

KAIĀRAHI I TE REO AND THERAPISTS

WHAT WE ACHIEVED TOGETHER

- New $4000 allowance for Therapist Team Leaders
- Pay rises: 2.5% increase from 24 March 2026 and a 2% increase from 23 March 2027.
- $8m PLD fund for staff supporting neurodiverse students
- Mileage rate allowance raised from 62c to 83c per km
- Medical certificates can now only be requested after 5 consecutive sick days (up from 3)
- New provisions to recognise workplace delegates
- Lobbying to amend fixed-term agreements that exceed two years

NZEI TE RIU ROA

Learning Support

Give back our 10 per cent!

Following a split verdict from the Employment Court over the Ministry of Education docking 10% pay from more than 700 of our MOE learning support specialist members taking partial strike action in 2025, we appealed to the Court of Appeal in July 2026.

These dedicated specialists, including psychologists, therapists, and advisors, took the stand to defend their professional dignity while already stretched by severe underfunding and a 116-day waiting list for vulnerable tamariki. By mounting this further legal challenge, our union continues to fight for the manageable workloads, resources, and fair treatment that the future of quality learning support in Aotearoa demands.

"Give back our 10%," NZEI Te Riu Roa learning support specialists chanted at a rally outside the Employment Court at the beginning of a four-day hearing in February 2026.

SENRG – MoE learning support national reference group

The Special Education National Reference Group (SENRG) brings together frontline Ministry of Education staff to advocate for critical learning support priorities including more specialist staff, better funding for children with additional needs, and stronger job security while contributing to wider union work. Members applied organising frameworks across three collective agreements to build engagement, grow membership, and progress national issues through regular engagement with senior Ministry leaders.

Settled in late 2025 and April 2026 within a constrained environment, the three Ministry of Education collective agreements saw members prioritise retaining core working conditions, taking strike action to achieve this goal. Key outcomes included:

- Hauora allowance: $500 per annum for Service Managers and Support Workers; $615 for Field Staff.
- Union lump sum payments: $500 for Service Managers, $400 for Field Staff, and $250 for Support Workers. The variable amounts are linked to the terms for each of the three collective agreements.
- Salary increases: Variable pay increases and one-off payments, including up to 2.5% increase on some Field Staff salary steps (including half steps). One-off lump sums were secured for members on the top salary steps: $800 for Support Workers and $550 for Service Managers.
- Top-step salary increases: Field Staff top-step salaries rise to $119,450. Service Managers rise to $140,482 in 2026, increasing to $141,887 in 2027.

Other wins included the Ministry providing all Support Workers with smartphones, capping the number of direct reports for Service Managers at six, and securing an additional day of professional learning and development (PLD) for Field Staff.

Ngā Aukaha

Ngā Aukaha – our diverse member leader group consisting of Resource Teachers: Learning and Behaviour (RTLBs), teacher aides, Speech-Language Therapists, classroom and specialist teachers, Special Education Needs Coordinators (SENCOs), Learning Support Coordinators, and Ministry advisors – organises to draw attention to learning support issues across the education system. By leveraging their frontline experience, the group successfully lobbies for change and directly connects high-level policy to on-the-ground impacts. Following the success of their second awareness day, Ngā Aukaha is focusing the 2026 campaign on mobilising votes for an inclusive education system for all tamariki in the 7 November General Election.

Standing up for high-quality Early Childhood Education

Since the last election, the National-led Coalition Government has relentlessly pursued a deregulation agenda in its reform of the early childhood education sector. This has included a regulatory review and a revision of the Early Childhood Education Licensing Criteria (the rules centres have to comply with to receive government funding and stay open), and, in late 2025, the launch of a sector funding review. It has also taken aim at the early childhood pay parity scheme – cutting pay parity requirements for relievers, and new and beginning early childhood teachers. However, at every step, kaiako and kaimahi have fought back – delivering open letters, signing petitions, making submissions, lobbying their MPs, holding action weeks, and getting whānau and community involved.

Members' wins!

Members' advocacy and action have led to a number of vital wins in 2025/26.

✔ Maintaining curriculum standards in the Early Childhood Education Licensing Criteria, which were due to be downgraded from 'compulsory' to 'guidance'.

✔ Safeguarding Te Whāriki, our world-leading early childhood education curriculum, after months of rumours about a private lobbying campaign to remove important Te Ao Māori and Te Tiriti o Waitangi elements and to change the curriculum's substance and intent.

✔ Retaining important health and safety elements of the ECE Licensing Criteria such as sleep checks every 5–10 minutes and having an adult toilet onsite.

✔ Winning a grant from Teacher Development Aotearoa for two years of funding for professional learning and development for kindergarten head teachers and early childhood education centre managers.

✔ Strong advocacy for high quality and due process, ultimately helping to push out the ECE Funding Review timeline, and preventing any downgrading of early childhood teacher qualification requirements.

Historic Early Childhood Education summit

Whakamana i te Ao Mokopuna, the ECE summit jointly organised with Kindergartens Aotearoa, successfully brought together parent representatives, kaiako, providers, and experts to consider future directions for early childhood education. Speakers highlighted the importance of Te Whāriki, Te Tiriti o Waitangi, public investment, and the value of not-for-profit and immersion settings. A key highlight was Abigail Boyd's eye-opening presentation on the Australian experience, which emphasised the importance of protecting and strengthening early childhood education through collective organising and advocacy.

Kōriporipo turns three!

The NZEI Te Riu Roa annual early childhood education workforce survey turned three last year – with another successful turnout of more than 2,000 respondents. It was also the second year of the parents and whānau survey, which had the highest turnout yet – almost 500 respondents. It was no surprise that only 3% of parents and whānau felt the Government was taking the sector in a positive direction! It also showed the value parents place on health and safety, quality ratios, qualified teachers, pay parity, and affordable education.

Right: Australian Greens MP Abigail Boyd, who helped expose systemic abuse and cover-ups in the early childhood education sector, warned of the dangers of privatisation at the ECE summit.

Right: The kindergarten teachers' collective bargaining team: (from left to right) Adrian Batt, Claire Stevens, Michelle Maxwell, Jolene Barclay, Helen Smithies, Karen O'Keefe, Nadine Priebs, Virginia Oakly, and Nathan Pollock.

KINDERGARTEN TEACHERS

WHAT WE ACHIEVED TOGETHER

- Pay parity with primary and secondary teachers
- 12 more cultural leadership allowances
- Head Teacher and Senior Teacher increases of $4000
- Mileage increase to 83c per km
- Change process improvements including respect for maintaining teacher professional time as a genuine consultation area
- Improved worksite rep and union rights
- Relievers' service recognised from the beginning of employment
- Requirement to pay relievers once hours are agreed

Kindergarten members believe all early childhood kaiako deserve the same conditions and are calling on political parties to commit to pay parity for all!

NZEI
TE RIU ROA

Bargaining

As in the primary space, it's been a big year for bargaining with kindergarten teachers, kindergarten associations support staff, Te Kura ECE correspondence school, Evolve, Barnardos, KiNZ, Campus Creche, and ECECA members all renewing their collective agreements. The Kindergarten Teachers' Collective Agreement was signed on 29 June 2026.

Kindergarten teachers held Paid Union Meetings from 8-26 June 2026.

Te Kupenga Rangatahi

Ka Hao Te Kupenga 2026

Ka Hao Te Kupenga 2026 brought together rangatahi for two powerful days of kōrero and skill-building, transitioning to an online format after weather warnings forced the cancellation of the in-person hui.

On the first day of the hui, Te Manukura Ripeka Lessels and Korimako Tangiata Stephanie Mills grounded attendees in the whakapapa of NZEI Te Riu Roa, tracing the historic victories of collective action and outlining what remains at stake for the education sector. Member leaders then shared their own journeys, inspiring attendees and planting the seeds for them to grow their own ideas.

Below: Across the motu, Te Kupenga Rangatahi members are leading their own organising – taking initiative in decision-making, mobilising around the issues that matter to them, and bringing others along with them.

Serena Mata brought Mōku te Ao to life, moving it beyond policy into a tangible reflection of daily mahi. Attendees explored how ngā pou manifest in their classrooms and centres, while Maihi Parkinson and Jacob Phillips shared their personal journeys to demonstrate how new members can transition into meaningful leadership roles.

The final day of the hui shifted focus from purpose to practice. Attendees – ranging from those new to the union to those with a few years of experience – gained the practical knowledge, frameworks, and supported practice needed to build collective power at their worksites. Every participant left with a commitment to grow union engagement alongside their colleagues, backed by local support every step of the way.

Te Kupenga Rangatahi Network

Across the motu, Te Kupenga Rangatahi members are leading their own organising - taking initiative in decision-making, mobilising around the issues that matter to them, and bringing others along with them.

In Taranaki, member leaders Mattie-San O'Carroll and Jessica Graham have designed this year's engagement programme for the network, building initiatives they know will respond directly to the current needs of beginning teachers. Sessions covering social and emotional regulation, a classroom bus tour, and building a kete of digital tools all offer manaakitanga as educators start their careers. They also provide vital opportunities for whanaungatanga, building connections to Te Riu Roa and the power of collective action.

Meanwhile, Te Kupenga Rangatahi Area Council Convenors across Taranaki, Te Haunui, and the Central East are bringing together interested members each term to kōrero about critical issues, decide on collective action, and connect with educators across their rohe. Through this work, they are exercising genuine rangatiratanga within the wider NZEI Te Riu Roa structures and strengthening the regional network.

Professional work

Kōkirihia

NZEI Te Riu Roa members continue to participate in the Kōkirihia project, a Tokona te Raki (Kāi Tahu) initiative dedicated to ending streaming in schools. In February, Tokona te Raki released findings from 2022 and 2024 surveys conducted in partnership with NZEI Te Riu Roa, PPTA, and university partners. Completed by thousands of our members, the surveys show strong progress, with most primary respondents using or planning flexible, mixed-ability groupings. The insights also highlight the ongoing value of targeted literacy and maths support, alongside the need for more resourcing and professional learning and development (PLD) to sustain this momentum.

Waitangi Tribunal

NZEI Te Riu Roa stood alongside Te Rūnanga o Ngāti Hine and Te Kapotai in Wai 3553 – the Waitangi Tribunal's urgent inquiry into the Education and Training Amendment Act and Te Mātaiaho. Over several intensive weeks, the Tribunal examined critical concerns regarding the removal of statutory Te Tiriti obligations, rapid curriculum changes, and the Government's wider review of Treaty references in the Act. While evidence highlighted the serious risks these changes pose to mātauranga Māori, curriculum breadth, and Māori-Crown relationships, the inquiry showcased the power of collective action. Our work involves extensive collaboration with iwi, sector organisations, academics, and educators to uphold Te Tiriti commitments across schools and early learning settings.

The Waitangi Tribunal hearings, April 2026.

NZEI Te Riu Roa leads on legislative change

Our members actively shaped the sector's response to legislative change by contributing to numerous written submissions and presenting orally at select committees. This advocacy covered key Ministry proposals and amendment bills – including regressive ECE changes, the proposed removal of NCEA, the Regulatory Standards Bill, and the System Reform Bill – alongside the sudden removal of school boards' Te Tiriti o Waitangi obligations. While defending public education against these shifts tests our members' resolve, our collective efforts have advanced the sector-wide call for an independent education body for curriculum and assessment free from political interference.

Curriculum change

Members have worked tirelessly to analyse draft curriculum changes covering all learning areas and levels for both English and Māori-medium settings. Our sector has been vocal that these drafts fail to uphold Te Tiriti o Waitangi or reflect progressive international models. Members have publicly commented on the drafts, given feedback, and discussed the implications with colleagues and whānau, all the while implementing the new English and Mathematics curricula in schools. This enormous effort has significantly impacted members' capacity to attend to the broad scope of needs and issues in their kura and schools. A sustained advocacy campaign led by NZEI Te Riu Roa forced the Minister of Education to push back the rushed curriculum implementation timeline by two years to 2029.

Ngā Aukaha continues to advocate for inclusive education

Ngā Aukaha brings together a diverse network of frontline educators, specialists, and advisors to champion system-wide learning support issues. The group advocates for policy changes that create direct, positive impacts for ākonga. Building on the success of their 2025 Awareness Day, their 2026 campaign turns its focus toward voting for an inclusive education system in the 7 November General Election.

PHOTO: NAOMI MADEIROS

Solidarity with other unions

Above: NZEI Te Riu Roa members linked hands with other frontline workers to form a human chain from Newtown School to Wellington Regional Hospital to mark May Day 2026.

Below: NZEI Te Riu Roa, alongside four other unions, is seeking a formal declaration that the Equal Pay Amendment Act violates the New Zealand Bill of Rights Act by denying female-dominated workforces their right to freedom from discrimination.

Chain of solidarity

NZEI Te Riu Roa teachers and educators, alongside students and whānau, stood shoulder-to-shoulder with nurses and other frontline workers in a chain of solidarity to mark International Workers' Day on 1 May 2026.

"We stood in solidarity to celebrate workers and honour the legacy of those who fought for the rights we hold today," NZEI Te Riu Roa President Ripeka Lessels said. "Our current reality is that our hard-won rights are under attack by a government intent on dismantling worker protections."

Funding support for schools in India and Myanmar

NZEI Te Riu Roa has approved a further year of funding to support schools in India and Myanmar, providing vital education for around 1,300 children. Delivered through UnionAid, our $20,000 contribution funds 16 night homework centres run by the Tamil Nadu Labour Union for Dalit and tribal communities.

These centres employ learning coaches who foster foundational skills in literacy, maths, and sciences, while actively encouraging girls to pursue higher education. The funding also sustains the Be Zine Community School in southeastern Myanmar, which serves 60 Karen ethnic minority children from kindergarten to Grade 4. This year, the school's core curriculum of languages, maths, and sciences will expand to include art and music.

As educators, we know this ongoing support provides life-changing opportunities for these children and represents an act of solidarity with our international colleagues who work tirelessly to protect the right to education for their ākonga.

National Pasifika Leaders' Report

Support for SAASIA

Sosaiete Aoga Amata Sāmoa i Aotearoa (SAASIA) requested a seat on the Early Childhood Advisory Committee (ECAC) but received no response. The NZEI Te Riu Roa National Pasifika Leaders Caucus wrote letters to the organisers and leadership of both organisations to offer our support. This collective advocacy successfully led to the inclusion of another Pasifika voice on ECAC and their attendance at the meetings in Wellington.

Increasing the visibility of Pasifika members within NZEI Te Riu Roa

Caroline and Etelagi presented at a Te Kahu Kiwi hui, sharing the history of Komiti Pasifika to date while looking ahead to the future. They emphasised that while Pasifika members must be visible within the structures of NZEI Te Riu Roa, the pathway forward needs to be carefully and strategically planned.

Over 300 members took part in the NZEI Te Riu Roa Pasifika Fono in April 2025, centered on the theme "Pasifika Rising: Navigating Our Moana".

National leadership groups, 2025–2026

Area Council Chairs

Zara Jackson
Debbie Riley
Maiana McCurdy
Lynda Stuart
Tracey Woolley
Kat Rayson
Anna Davis
Davida Marshall
Poly Haunui
Robyn Lose
Neke Adams
Glenda West
Maureen Svensson
Michelle Ryan
Antoinette Hudson
Frances Arapere
Glenys Murphy
Geena Fagan
Kathryne Tofia
Apriel Davies
Jude Karaitiana
Ramona Taogaga
Raewyn Kawana
Mark Potter

Principals' Council

Bastienne Kruger (Maria)
Stephen Lethbridge
Wendy Naidu
Richard Bennett
Andre Van Schalkwyk
Hiria Te Moana
Neil Towersey
Megan Marshall
Lisa Hill
Leiana Lambert
Hamish Fenemor
Robyn Brown
Justine McDonald
Stephanie Madden
Timothy Page
Heidi Hayward
Matt Tofia
Nathan Leith
Haydon Brill
Grant Burns
Phoebe Todd
Tom Wallis
Rob Naysmith
Maria Lyne
Seletute Mila (Tute)
Mark Whitford
Tracy Fraser
Takarihi Temarama
Martyn Weatherill

Special Education National Reference Group

Julieanne Hoetjes
Beth Melster
Kaye Hyams
Jason Johnson
Renei Johnson
Liz Tomlinson
Te Aroha Hiko
Conor Fraser
Mark Appleyard
Shanley Gamble

Te Rāngai Mātanga Kaiwhakaako

Juliette Ridge
James Hobby
Louise Robertson
Kamrul Jalil
Nera Hicks
Rachel Johnson
Tangihia Pouwhare
Luciana Stachell
Beverly (Oriwia) Murray-Stevens
Angela Breen
Donna Moses Heeney
Harriet (Ubby) Williams-Fonohema
Lois Rushton
Angela Graham
Jennifer Neill
Sarah Coup
Bridget Chilton
Nic Hale
Lauren Colyer
Barbara Curran
Virginia Heta
Lovi (Erena) Collier

Te Ope Kōhungahunga

Sally Griffin
Imogen Held
Lynette Fillery
Nadine Priebs
Paula Baird
Gloria Sun
Moana Paterson
Marama (Lisa) McRobert
Penina Ria
Helen Smithies
Cassie Katene (CO-CHAIR)
Hannah Pilcher
Mel Burgess
Michelle Louise Dons
Erica Williams
Adrian Batt
Nathan Pollock
Sheena Dalwood
Amanda Reedy
Zane McCarthy

The Support Staff National Caucus Kaiawhina Tautoko

Sarah Jane Garner
Sheryl Riceman
Melody Faitala
Franchelle Schofield
Kerri Beuth
Rai Brothers
Te Rau o Te Aroha (Kayla)
Victor Mercep
Jan Monds
Violet Smith
Claire Southee
Susan Kauika
Megan Cooper
Josephine Westley
Holly van der Kley
Vicky Weir
Tracey Clifton
Jane Salesa
Ally Kemplen
Wayne Goodley
Annie Te Moana

Ngā Aukaha

Justine Blankenstein
Chrissy Gardner
Susan Underwood
Joanne van den Heuvel (Jo Patrick)
Candice Etzine
Wikitoria Maguire
Merepaea Heta
Isabella Pomare
Zac Markham
Aaron Frost
Stephen Robinson
Monique Jansonius-Albers
Evelyn Perry
Lisa Prior
Alicia Bravo
Rachel Kavermann
Jenny Albrecht
Waiinu Wanakore
Tiri Bailey

Sustainability Report

Climate change poses significant risks to Aotearoa New Zealand's environment, communities, and future generations. Committed to kaitiakitanga (guardianship), NZEI Te Riu Roa recognises its responsibility to reduce its environmental impact and help build a more sustainable future.

Our long-term strategy focuses on reducing greenhouse gas (GHG) emissions from operations while continuing to support members across the motu. Progress is measured against our 2019 baseline.

Our emissions reduction targets

By 2029-30, NZEI Te Riu Roa aims to reduce:

- fuel and electricity emissions by 50% (from 2019 levels)
- air travel emissions by 25% (from 2019 levels)

By 2049-50, we aim to achieve:

- net zero carbon emissions from fuel and electricity.

To support our transition, we continue to offset remaining operational emissions annually to maintain carbon neutrality.

The GHG emissions for the period 1 April 2025 to 31 March 2026 were independently verified by McHugh & Shaw. The GHG emissions reporting period differs from the 15-month financial reporting period from 1 April 2025 to 30 June 2026.

2025-26 performance

NZEI Te Riu Roa continued to make strong progress towards its emissions reduction targets during the reporting period ended 31 March 2026.

Scope	Emission category	t CO_2e			
		2025-26 Verified	2024-25 Verified	2023-24 Verified	2019 Base year
Scope 1	Direct GHG emissions	84	87	88	135
Scope 2	Indirect GHG emissions from imported energy	14	20	16	28
Scope 3	Indirect GHG emissions from transportation & distribution	239	234	457	471
	Indirect GHG emissions from products & services used by the organisation	38	68	73	84
	Total	**375**	**409**	**634**	**718**

Total gross GHG emissions for 2025-26 were 374.83 tonnes of CO_2 equivalent. This represents:

- an 8.3% reduction compared with 2024-25, and
- a 48% reduction compared with our 2019 baseline.

Emissions profile

Scope 1 (22.5%) – direct emissions from transport fuels used in leased vehicles.

Scope 2 (3.8%) – indirect emissions from purchased electricity.

Scope 3 (73.7%) – indirect emissions from operational activities, including:

- air travel (48.2%)
- well to tank – air travel (8.2%)
- well to tank – transport fuel (5.8%)
- accommodation (5.1%)
- landfill waste (4%)
- taxis/ubers (0.8%)
- rental cars (0.6%)
- with private vehicles, electricity line losses, well to tank – rental cars, and ferries/buses combined (1.0%).

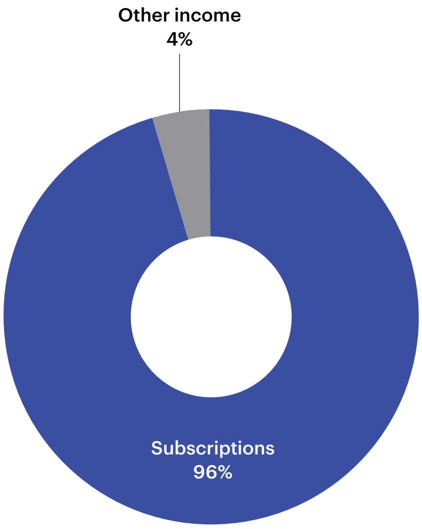
Scope 3 accounted for emission sources from NZEI Te Riu Roa nationally, excluded GHG emissions from branch, aronui tōmua, komiti pasifika and area councils.

As NZEI Te Riu Roa continues to evolve its operations, we remain committed to improving energy efficiency, reducing travel-related emissions where practicable, and embedding sustainable practices across the organisation.

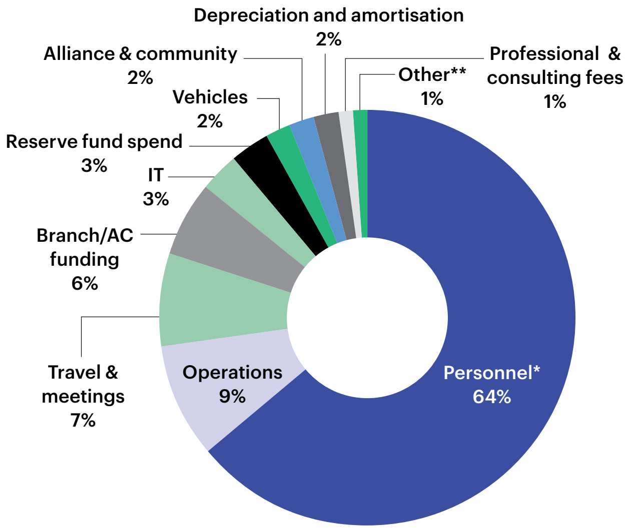
FINANCE OVERVIEW

2025–26

Where did our money come from? ($28.7 million)



How was our money spent? ($31.7 million)



* includes salaries, KiwiSaver, ACC, leave liabilities, National President's secondment and redundancy pay.

** Includes commission on subscriptions, communications, finance, property, external funded initiative, legal assistance, bereavement benefit and scholarships.

Financial year

Annual meeting 2024 passed a resolution to change the union's financial year-end from 31 March to 30 June. As a result, the 2025-26 financial period covers 15 months, while the comparative 2024-25 period covers 12 months.

Financial performance – where does our money come from and how is our money spent?

At the end of June 2026, NZEI Te Riu Roa had 48,235 members (March 2025: 48,726). In April 2025, membership fees increased by 4% in line with CPI for the year to 31 March 2024. While membership growth in a bargaining year was the strongest seen over the past five years, we also experienced higher membership losses, particularly among primary teacher members. Membership subscription revenue increased by $5.9 million, or 27%, over the 15-month financial period compared with the previous 12-month period.

The table below illustrates the results of the 2025-26 financial period.

	2026 $'000	2025 $'000
Revenue	28,701	22,057
Expenses	31,741	23,936
Operating (deficit)	**(3,040)**	**(1,879)**
Interest income	522	649
Gain on investment portfolio	1,981	676
Property revaluation (loss)	(95)	-
Income tax expense	295	341
Total (deficit) for the period	**(927)**	**(895)**

Overall operating expenditure increased by $7.8 million, or 33%, over the 15-month financial period compared with the previous 12-month period. Within this, personnel costs increased by 36%, reflecting costs of staffing restructures needed to strengthen the union's long-term sustainability. The operating result for the period, excluding taxes, interest income, investment gains and losses, and property revaluation, was a deficit of $3.0 million (2024-25: $1.9 million deficit). This represents our operating, or ''business as usual'', result for the period ended 30 June 2026. After including taxes, interest income, investment gains and losses, and property revaluation, the final result for the period was a deficit of $927,000 (2024-25: $895,000 deficit).

Membership subscriptions

Annual Meeting 2025 approved a membership fee increase of 2.5% in line with the annual CPI increase for the year to 31 March 2025. The fee increase was effective from 1 July 2026.

As the CPI increase for the year to 30 June 2026 was 4.1%, membership fees will increase by 4.1% from 1 July 2027. In practical terms, this means fee increases for members of between 12 cents and $1.26 a fortnight, or $3.17 and $32.98 a year.

Your membership fees contribute to improving your pay and conditions, supporting you with advice and guidance, undertaking collective bargaining, and campaigning on issues that matter to members. Since 2022 NZEI Te Riu Roa member claimants have won pay equity adjustments of between 10% and 79%. Through collective bargaining campaigns, members have secured cumulative pay increases of approximately 7% to 20%, as well as significant improvements in classroom release time for school teachers and pay parity for ECE teachers through campaigning with parents and the wider community. The changes to pay parity and the removal of pay equity claims and reviews in May 2025 reinforce the importance of maintaining a strong and sustainable union to protect members' interests and continue to make progress on issues affecting the education workforce.

Members have also continued to advocate on issues affecting tamariki and the education system, prioritising our Kimi Haeata | Back our Future demands: a teacher aide for every classroom and more investment in learning support, upholding Te Tiriti, valuing educators and protecting quality early childhood education.

Investment fund

Te Kahu Kiwi, your union's governance group, regularly reviews the union's investment portfolio to monitor performance against benchmark market returns and ensure investments remain aligned with the union's risk, return and investment objectives. This includes considering whether investments are held in socially, environmentally and ethically responsible investment funds.

Investment markets were volatile during the year, influenced by changes in expectations around interest rates, persistent inflation in New Zealand and overseas, and ongoing geopolitical and economic uncertainty. Our investment funds with Harbour ended the year with a balance of $16.9 million (2024-25: $15.1 million), representing an unrealised gain of $1.9 million (2024-25: $0.7 million).

This gain does not represent cash inflow, as the investment units would need to be sold to realise the gain. NZEI Te Riu Roa financial policy provides that investment funds are used rarely and strategically for long-term and significant capital investments, such as CRM development or changes to office accommodation.

Property

NZEI Te Riu Roa re-values its property biennially to reflect current market value. At the end of June 2026, the property had a market value of $710,000, compared with $805,000 at March 2025. This resulted in a property revaluation loss of $95,000 for the financial period.

Cash reserve

The union's financial position remained challenging during the year, which was reflected in the cash reserve. Cash reserve, comprising bank accounts and short-term deposits (excluding cash held at branch, aronui tōmua, komiti pasifika and area councils), had a balance of $10.7 million at the end June 2026 (March 25: $11.3 million), a decrease of $600,000 from the previous year.

NZEI Te Riu Roa financial policy requires cash buffers to be held to cover at least six months of operating expenditure. We finished the financial period with a five-month cash buffer, slightly below the minimum level required by our policy. This was mainly due to a revenue shortfall associated with lower membership retention, as members left the sector and others faced financial pressures arising from the ongoing cost-of-living challenges.

Reserves fund

NZEI Te Riu Roa has a reserves fund, which is funded from 50% of the net operating surplus from the previous year. The operating deficit for 2025-26 means there will be no contribution to the reserves fund from this year's result.

The governance group considers maintaining an appropriate reserves fund an important part of its fiduciary responsibility to members and essential to ensuring the union can continue to deliver its strategic goals and objectives.

At the end of June 2026, the reserves fund had a balance of $945,000, of which $521,000 remained available for future commitments. During the financial period, the reserves fund was used to continue work on Toitū te Tiriti and the finance compliance project. Te Kahu Kiwi also approved funding for two new projects: $888,000 for the Kotahitanga campaign supporting collective agreement negotiations across the schooling and ECE sectors, and $211,000 for the iMIS CRM cloud migration project.

Outlook

The year ahead will continue to be a busy one for finance, with a focus on embedding financial compliance requirements across all branch, aronui tōmua, komiti Pasifika and area council accounts. We will continue to strengthen financial processes and support each rohe to provide accurate, complete and transparent financial reporting.

Returning to an annual operating surplus remains a key financial objective. This will help strengthen the union's financial resilience, maintain appropriate cash reserves, invest in future priorities and continue delivering high-quality services and outcomes for members.

Retaining members will remain an important focus. The union's ability to deliver its mahi depends on the collective strength of our members and the financial stability provided by CPI-indexed subscription fees.

FINANCIAL REPORT

FOR THE 15 MONTH PERIOD ENDED 30 JUNE 2026

NZEI TE RIU ROA
New Zealand Educational Institute Te Riu Roa Incorporated

Financial report

For the 15 month period ended 30 June 2026

Table of contents

Statement of service performance

For the 15 month period ended 30 June 2026

Who are we?

NZEI Te Riu Roa is the union of almost 50,000 kaiako, tumuaki, specialist staff and people working in support staff roles in primary, kura, wharekura, area and secondary schools, early childhood education, Puna Reo, Ministry of Education learning support and school advisory services.

Why do we exist?

Whakamana kaiako, whakamana tamariki. Our vision is to be the most powerful collective of educators in Aotearoa, firmly focussed on upholding the mana and value of teaching and learning and of all those who work in education.

NZEI Te Riu Roa advocates for system change that upholds the rangatiratanga of all mokopuna – a strong, vibrant and well-resourced education system where all mokopuna can reach their full potential.

What do we do?

Mōku te Ao is our commitment to putting tamariki Māori first. Ngā pou o Mōku te Ao help guide the way NZEI Te Riu Roa brings life to our commitment to Te Tiriti.

We are an organising union, based on the core principle of empowering members to win their goals through collective action.

The core strategy of NZEI Te Riu Roa is to leverage professional and industrial capacity to achieve:

Build	Grow	Win
• leadership capacity and capability • informed activism • member engagement • our capability and capacity	• our membership • professional leadership	• campaigns that advance quality education • outcomes that are aligned with members' priorities and expectations

Due to a change in the Institute's year end from 31 March to 30 June the statement of service performance comparative period is a 12-month period and the current period is a 15-month period, unless otherwise stated.

THREAD 1: Mōku te Ao Goal: embed Mōku te Ao within NZEI Te Riu Roa, strengthening the capability of members and staff to uphold its values, principles and practices.					
No.	**Measure**	**2025-26**		**2024-25**	
		Actual	**Target**	**Actual**	**Target**
1.1	Staff confidence in applying Mōku te Ao and upholding Te Tiriti in their roles	62% of staff agreed or strongly agreed that Mōku te Ao is implemented in all aspects of their mahi.	Baseline	N/A	N/A
1.2	Progress on Mōku te Ao in member collective agreement negotiations outcome	25 additional cultural allowances in 2026 settlement of PTCA (1,200 won in 2023, including 145 for ASTCA); 12 additional allowances won in KTCA collective agreements (100 won in 2023).	Recognise Māori expertise, cultural leadership and Te Tiriti obligations in collective agreements.	N/A	N/A

Note:

1.1: Mōku te Ao is NZEI Te Riu Roa organisational framework for driving transformational change in education through a Māori-first, Te Tiriti-based approach. It provides the lens through which the union develops its advocacy, policy, organising, leadership and organisational culture. The framework is underpinned by Ngā Pou o Mōku te Ao—whakamana, whanaungatanga, rangatiratanga, whakapapa, manaakitanga, wairuatanga, kaitiakitanga and tikanga—which guide how we work and how we give effect to our commitment to Te Tiriti o Waitangi. Since adopting the Mōku te Ao framework in 2021, NZEI Te Riu Roa has invested in strengthening the capability of staff and leaders to apply its values and principles in their daily mahi. As this was the first year this measure was reported, a comprehensive staff survey was undertaken in June 2026 to establish a baseline. The survey found that 62% of staff agreed or strongly agreed that Mōku te Ao is implemented in all aspects of their mahi. The findings will inform future organisational development priorities and capability-building initiatives to further embed Mōku te Ao across the organisation.

1.2: Concrete outcomes in collective agreements that support kaiako and kaimahi Māori are a tangible way of expressing the way we prioritise Māori first. During negotiations, NZEI Te Riu Roa evidenced the uptake of and support for the first tranche of cultural allowances in the 2023 agreements and won a further tranche so that more kaiako Māori have their cultural expertise and mahi recognised.

THREAD 2: ORGANISING Goal: grow members, build activism, win campaigns					
No.	**Measure**	**2025-26**		**2024-25**	
		Actual	**Target**	**Actual**	**Target**
2.1	Membership	48,235 members Not achieved ×	> 1% net growth	48,726 members Not achieved ×	> 3% net growth
2.2	Member engagement	Rolling two-year average: 44,280 registrations. Achieved √	At or above the rolling two-year average	Rolling two-year average: 38,585 registrations.	Baseline
2.3	Digital communications engagement	Content interactions: • Facebook: 166,900 (2024-25: 49,200) • Instagram: 140,200 (2024-25: 6,400) Achieved √	Growth against previous year	Reach: • Facebook: 441,000 • Instagram: 82,200 Achieved √	Grow against previous year
2.4	Influence on system-level decisions	87 submissions. Achieved √	Facilitate submissions	24 submissions. Achieved √	Facilitate submissions
2.5	Progress on campaigns' outcomes	Leading and participating in public campaigns for immediate repeal of the Equal Pay Amendment Act 2025. Achieved √	Make progress on the restoration of pay equity	Claims for teachers, education advisors, psychologists, Ministry of Education service managers, and kindergarten administrators were in progress at year end. However, an unanticipated law change in May 2025 ceased all claims. Not achieved ×	Make progress on pay equity claims

Note:

2.1: Membership growth is a core strategy. We set an annual net growth target of 1% or more (or a minimum of 487 net membership growth from March 2025 level). During the financial year, the highest membership was 49,749 in October 2025. At the end of June 2026, membership dropped to 48,235. We ended the year with a shortfall of 978 members against the target. The most cited reason for resigning membership is leaving the sector. 32% more cited their reason for resigning membership as due to financial reasons, reflecting cost of living pressures. 55% more cited their reason for resigning membership as due to retirement.

2.2: Member engagement is fundamental to building union power and enabling members to take collective action on issues that matter to education and the profession. ControlShift is NZEI Te Riu Roa event management platform, used to organise meetings, campaigns, professional learning and development (PLD), and other member engagement activities, delivered both online and kanohi ki te kanohi. These events are provided free of charge to members and, where appropriate, non-members. From 2025–26, performance is measured against the rolling two-year average to better reflect the cyclical nature of union activity, including the increased engagement that occurs during collective bargaining years. By end of June 2026, the rolling two-year average were 44,280 registrations for member engagement events, exceeding the prior year rolling two-year average of 38,585 registrations and achieving the performance target.

2.3: We communicate and engage with our members through a range of digital platforms, including email, electronic newsletter, website, and social media. Using a multimedia storytelling strategy, we amplify our core messaging, support campaigns, and help boost recruitment and retention efforts. Member-facing communications, particularly emails and NZEI News, achieved strong engagement over the past 12 months, with peak readership driven by strike and bargaining updates. Due to a change in analytics by Facebook and Instagram, the digital communications engagement measure has changed from reach to interactions. Our social media presence remained steady throughout the year, content interactions (likes, comments, shares) increased by 239% for Facebook and more than 19 times for Instagram. October 2025, the "mega strike" month, generated our highest reach (1.8 million on Facebook) and follower growth (+861 on Facebook, +499 on Instagram). High-performing posts included: 1) 27 November 2025 Facebook post repurposing a Media Statement from Stephanie Madden, Chair of the NZEI Te Riu Roa Principals' Council, addressing the Minister of Education's numeracy claims, which earned nearly 126,000 views and 1,200 likes. 2) 21 January 2026 post on Facebook and Instagram highlighting an OIA response that revealed the Education Minister based her claim that schools were "bullied" into upholding Te Tiriti on six phone calls, three emails, and informal conversations, which earned nearly 130,000 views and 2,100 likes. To support recruitment and retention, we launched "Member Spotlight" in our NZEI newsletter and social media channels in December 2025. These videos feature members sharing insights into their roles, the challenges and opportunities of supporting our tamariki, and the value of union membership. We also restarted our TikTok and YouTube channels to better engage younger members and potential members active on these platforms.

Note (cont'd):

2.4: We influence system-level decisions by advocating for policies and legislative change that support quality public education and uphold Te Tiriti o Waitangi. One way we do this is by facilitating submissions on government consultations, proposed legislation and other significant system-level reviews. During 2025–26, we facilitated 87 submissions. This included 19 submissions on a broad range of topics, including curriculum consultations, taxation of the not-for-profit sector, the Regulatory Standards Bill, Teaching Council policies and reviews, the Education and Training Amendment Bill, the New Zealand Disability Strategy, the Employment Relations Amendment Bill, and the Electoral Amendment Bill. We also made 68 individual submissions to the Waitangi Tribunal, the majority relating to the Wai 3553 Education and Training Amendment Act inquiry and the Te Mātaiaho urgent inquiry, demonstrating our commitment to protecting Te Tiriti o Waitangi in education.

2.5: Following the Government's enactment of the Equal Pay Amendment Act 2025 in May, which terminated all existing pay equity claims and introduced a much higher threshold for future claims, we directed our efforts towards political, public campaigning, sector collaboration and exploring legal avenues. The union called for repeal of the legislation, supported recommendations from the People's Select Committee on Pay Equity, continued engaging with political parties and Parliament to restore a workable pay equity framework. We worked alongside the NZ Council of Trade Unions (NZCTU), PSA and other unions advocating for restoration of pay equity legislation, we also continued informing and mobilising members affected by the cancellation of claims, particularly teachers aides, through campaigns, communications and participation in sector-wide advocacy activities. We also advanced two legal claims (one for Teacher Aide pay equity via the ERA, and the other on seeking a judgement on consistency with the Bill of Rights to the High Court).

THREAD 3: MEMBERSHIP SUPPORT
Goal: build capability in delivering quality advice and support to members

No.	Measure	2025-26		2024-25	
		Actual	Target	Actual	Target
3.1	Member Support Centre satisfaction survey	77.3% satisfaction. Not achieved × (phone contact 84%; email contact 69%)	Same or improved against previous year	83% satisfaction. Not achieved ×	> 85% satisfaction score
3.2	Legal Services satisfaction survey	85% satisfaction. Not achieved ×	Same or improved against previous year	88% satisfaction. Achieved √	> 80% satisfaction score

Note:

3.1: 50 members per week with completed call records were randomly generated and received an electronic satisfaction survey to complete. The survey return rate for the year was 27.4%. The assumed major variable impacting the satisfaction rate is the day-to-day churn in staffing levels and experience over the past 12 months. The survey results were related to the 12-month period from 1 July 2025 to 30 June 2026.

3.2: 134 members with closed cases were sent an electronic satisfaction survey. The survey return rate for the year was 29.8%. We did not achieve the target in the 2025-26 year. The survey results were related to the 12-month period from 1 July 2025 to 30 June 2026.

THREAD 4: ENVIRONMENT
Goal: build capability in measuring carbon profile and lowering carbon emissions

No.	Measure	Target	Actual	
			2025-26	2024-25
4.1	Carbon profile	Carbon profile is certified within 3 months of period end	2024-25 carbon profile certified. Achieved √	2023-24 carbon profile certified. Achieved √

Note:

4.1: In June 2025, our carbon profile was verified by McHugh & Shaw using GHG emissions data from 1 April 2024 to 31 March 2025.

THREAD 5: FINANCE Goal: build a strong financial position					
No.	Measure	2025-26		2024-25	
		Actual	Target	Actual	Target
5.1	Adjusted net operating surplus/deficit	$1,796k deficit.	Deficit	$1,275k deficit. Not achieved ×	Surplus
5.2	Cash buffers	5 months. Not achieved ×	> 6 months	5 months. Not achieved ×	> 6 months
5.3	Reserves fund	N/A	measure is removed	$1 million untagged. Achieved √	> $1 million untagged

Note:

5.1: The budget for 2025–26 anticipated an operating deficit based on an assumption of 33,000 full-time equivalent (FTE) members. The period ended with an adjusted net operating deficit of $1,796,000, excluding depreciation and amortisation ($455,000) and the utilisation of the reserves/legal assist fund ($789,000). During the period, NZEI Te Riu Roa implemented staffing changes to strengthen its long-term financial sustainability. One-off redundancy costs of $1,357,000 incurred as part of this organisational restructuring were the primary driver of the financial result. Excluding these costs, non-personnel expenditure remained within budget. Returning to an annual operating surplus from 2026–27 remains a key financial objective, ensuring the union is well positioned to maintain financial resilience, invest in future priorities, and continue delivering high-quality services and outcomes for members.

5.2: Our financial policy requires cash reserves (cash and term deposits) sufficient to fund at least six months of operating expenditure (approximately $12 million, excluding depreciation and amortisation and the utilisation of the reserves/legal assist fund). Maintaining this level of liquidity ensures the union can continue operating and supporting members during periods of financial uncertainty or unexpected disruption. Cash reserves remained equivalent to five months of operating expenditure, consistent with the previous year. During the first half of the period, cash reserves reduced to the equivalent of four months of expenditure. Following the implementation of staffing changes, the position improved to five months and remained stable for the remainder of the period.

5.3: As at 30 June 2026, the reserves fund had a balance of $945,000, of which $521,000 remained available for future commitments. The previous performance measure requiring at least $1 million of untagged funds in the reserves fund has been removed for 2025–26. While Te Kahu Kiwi considers maintaining an appropriate level of reserves fund to be an important element of prudent financial stewardship, it acknowledges that this target is not achievable in the short to medium term while the union continues its transition back to sustainable annual operating surpluses. The reserves fund will continue to be actively managed as a strategic fund to ensure it remains available to support the union's future strategic priorities and objectives.

New Zealand Educational Institute Te Riu Roa Incorporated

Consolidated statement of comprehensive revenue and expense

For the 15 month period ended 30 June 2026

	Notes	2026 $'000	2025 $'000
Revenue			
Revenue from exchange transactions	5	27,562	21,623
Other income		1,139	434
Total Revenue		**28,701**	**22,057**
Expenses			
Alliance & community		572	477
Branch & AC levies		1,908	1,343
Commission on subscriptions		290	245
Communications		157	128
Depreciation & amortisation	6	455	336
Finance		114	117
IT		968	750
Operation		2,941	2,283
Personnel		20,417	15,067
Professional & consulting fee		441	221
Property		19	34
Travel & meetings		2,127	1,964
Vehicle		705	598
Other expenses		627	373
Total expenses		**31,741**	**23,936**
Operating (deficit)		**(3,040)**	**(1,879)**
Finance income		522	649
Fair value gain on financial assets		1,981	676
Fair value (loss) on property	6	(95)	-
(Deficit) before income tax		**(632)**	**(554)**
Income tax	8	295	341
(Deficit) for the period attributable to the members		**(927)**	**(895)**
Total comprehensive revenue and expense for the period attributable to the members		**(927)**	**(895)**

The above statement of comprehensive revenue and expense should be read in conjunction with the accompanying notes.

For and on behalf of Te Kahu Kiwi

R Lessels

Ripeka Lessels
National President
4 September 2026

Stephanie Mills

Stephanie Mills
National Secretary
4 September 2026

New Zealand Educational Institute Te Riu Roa Incorporated

Consolidated statement of changes in net assets/equity

For the 15 month period ended 30 June 2026

	2026 $'000	2025 $'000
Retained earnings		
Retained earnings at 1 April	26,637	27,765
Net (deficit) for the period	(927)	(895)
Transfers from retained earnings to reserves fund	-	(500)
Utilisation of reserves fund and legal assist fund	789	267
Retained earnings at 30 June	**26,499**	**26,637**
Reserve fund and legal assist fund		
Reserve fund and legal assist fund at 1 April	1,797	1,564
Transfers from retained earnings to reserves fund	-	500
Utilisation of reserves fund	(789)	(267)
Reserve fund and legal assist fund at 30 June	**1,008**	**1,797**
Net assets/equity attributable to the members	**27,507**	**28,434**

The above statement of changes in net assets/equity should be read in conjunction with the accompanying notes.

New Zealand Educational Institute Te Riu Roa Incorporated

Consolidated statement of financial position

As at 30 June 2026

	Notes	2026 $'000	2025 $'000
Assets			
Current assets			
Cash and cash equivalents		1,282	1,719
Trade and other receivables		57	266
Taxes receivable		98	-
Prepaid expenses		483	434
Term deposits		9,524	10,468
Total current assets		**11,444**	**12,887**
Non-current assets			
Property, plant and equipment	6	3,010	3,433
Long-term investment	7	16,991	15,138
Long-term rent incentive		138	100
Total non-current assets		**20,139**	**18,671**
Total assets		**31,583**	**31,558**
Liabilities			
Current liabilities			
Payables from exchange transactions	9	3,324	2,589
PIE tax payable		44	-
Taxes payable		-	45
GST payable		398	292
Total current liabilities		**3,766**	**2,926**
Non Current liabilities			
Deferred lease incentive		310	198
Total non current liabilities		**310**	**198**
Total liabilities		**4,076**	**3,124**
Net assets attributable to the members		**27,507**	**28,434**
Equity			
Reserves		1,008	1,797
Retained earnings		26,499	26,637
Total equity attributable to the members		**27,507**	**28,434**

The above statement of financial position should be read in conjunction with the accompanying notes.

New Zealand Educational Institute Te Riu Roa Incorporated

Consolidated statement of cash flows

For the 15 month period ended 30 June 2026

	2026 $'000	2025 $'000
Cash flows from operating activities		
Cash from subscriptions	27,795	21,618
Other income	1,220	296
Interest received	559	500
Tax paid	(269)	(356)
Payments to suppliers and employees	(30,558)	(23,596)
Net cash (outflow) from operating activities	**(1,253)**	**(1,538)**
Cash flows from investing activities		
Purchases of property, plant and equipment (PPE)	(128)	(429)
Purchase of short term deposits	(11,718)	(16,182)
Purchase of long term investment	-	(14,908)
Divestment from short term deposits	12,662	16,860
Divestment from long term investment	-	15,319
Net cash inflow from investing activities	**816**	**660**
Net (decrease) in cash and cash equivalents	(437)	(878)
Cash and cash equivalents at beginning of the period	1,719	2,597
Cash and cash equivalents at end of the period	**1,282**	**1,719**

The above statement of cash flows should be read in conjunction with the accompanying notes.

Note 1 – Reporting Group

The New Zealand Educational Institute Te Riu Roa Incorporated (the 'Institute'), its komiti pasifika, aronui tōmua, branches and area councils (together referred to as the Group) is a professional and industrial education union representing around 50,000 members comprising staff employed in primary, secondary and area schools, Early Childhood Centres, Specialist Education Services and Colleges of Education. Established in 1883, the Institute is dedicated to advancing the industrial and professional interests of its members and safeguarding New Zealand's public education system.

The Institute is an incorporated society pursuant to the Incorporated Societies Act 2022.

The Institute has designated itself as a not-for-profit public benefit entity (PBE) for financial reporting purposes.

These financial statements have been approved for issue by Te Kahu Kiwi on 4 September 2026.

Note 2 – Basis of preparation

a) Statement of compliance

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand. They comply with the Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR") as appropriate for Tier 2 not-for-profit public benefit entities, for which all reduced disclosure regime exemptions have been adopted.

The Group qualifies as a Tier 2 reporting Group as for the two most recent reporting periods it (a) has no public accountability and (b) is not large as defined in XRB A1.

The financial statements have been prepared for the 15 months ended 30 June 2026. The comparative figures are for the 12 months period from 1 April 2024 to 31 March 2025 due to the Institute changing its balance date from 31 March to 30 June during the current reporting period.

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the periods presented, unless otherwise stated.

b) Measurement basis

The financial statements have been prepared on the historical cost basis except for the following material items in the statement of financial position, which are measured at fair value:

- property
- financial assets

c) Functional and presentation currency

The financial statements are presented in New Zealand dollars ($) which is the Group's functional and presentation currency, rounded to the nearest thousand dollars.

d) Standards in effect for the first time this period

All standards, amendments and interpretations effective for the current period have been adopted. No newly adopted standard had a material impact on the financial statements.

e) Standards issued not yet effective

There are no standards that are issued, not yet effective that will have a material impact on the financial statements. All standards will be applied when they are effective.

Note 3 – Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Management makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are outlined below.

Estimate of fair value of property:

The Group engages the services of independent valuation specialists to value its property. The best evidence of fair value is current prices in an active market for recent sales and similar rents. In the absence of such information, the Group determines the amount within a range of reasonable fair value estimates. In making its judgement, the Group considers information from a variety of sources including:

i. current prices in an active market for properties of similar nature, condition or location, adjusted to reflect any differences; and

ii. recent prices of similar properties in less active markets, with adjustments to reflect any changes in economic conditions since the date of the transactions that occurred at those prices.

Note 4 – Summary of significant accounting policies

a) Revenue

Revenue is recognised when the amount of revenue can be measured reliably and it is probable that economic benefits will flow to the Group. Revenue is measured at the fair value of consideration received or receivable.

The following specific recognition criteria in relation to the Group's revenue streams must also be met before revenue is recognised.

Revenue from exchange transactions:

i. Subscription income
   Subscription income is accounted for on an accruals basis, over the periods to which individual subscription relates.
ii. Rental income
   Rental income from operating leases is recognised in income on a straight-line basis over the life of the lease.
iii. Finance income
   Finance income is recognised on a time proportion basis using the effective interest method.
iv. Investment income
   Investment income is recognised on an accruals basis as earned.

b) Taxation

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the reporting date. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation and establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities. The Institute is exempt from tax on its membership-related activities.

c) Goods and Services Tax (GST)

The statement of financial performance has been prepared so that all components are stated exclusive of GST. All items in the statement of financial position are stated exclusive of GST, with the exception of trade and other receivables and payables from exchange transactions, which include GST invoiced.

d) Leases

The Group as the lessee:

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the statement of comprehensive revenue and expense on a straight-line basis over the period of the lease.

e) Impairment of cash-generating and non-cash generating assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised if the carrying amount of an asset or its related cash-generating unit (CGU) exceeds its recoverable service amount. The recoverable service amount of an asset or CGU is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows (for cash-generating assets) are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU.

f) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, and other short-term and highly liquid investments with original maturity dates of no more than three months, are readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

g) Short term deposits

A short term deposit is defined as a bank deposit with an original 3 to 12 month maturity period.

Note 4 – Summary of significant accounting policies (continued)

h) Trade and other receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for expected credit losses.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. The Institute applies the simplified expected credit loss model of recognising the lifetime expected credit losses for trade and other receivables. The amount of the loss is recognised in the statement of comprehensive revenue and expense.

i) Payables from exchange transactions

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial period which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

j) Employee benefits

Liabilities for wages and salaries, including annual leave and long service leave are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

The liability for employee benefits is carried at the present value of the estimated future cash flows.

k) Financial assets

The Group financial assets are initially measured at amortised cost, except for the long-term investments that are measured at fair value through surplus or deficit. Cash and cash equivalents, short term deposits, trade and other receivables are designated as financial assets at amortised cost. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition and re-evaluates this designation at every subsequent reporting date.

Financial assets at fair value through surplus or deficit comprise investments designated into this category (refer note 7). Assets in this category are classified as non-current assets, which are not expected to be realised for a period greater than 12 months.

Regular purchases and sales of financial assets are recognised on the trade-date - the date on which the Group commits to purchase or sell the asset. Financial assets carried at fair value through surplus or deficit are initially recognised at fair value and transaction costs are expensed in the statement of financial performance. Financial assets are de-recognised when the rights to receive cash flows from the investments have expired or have been transferred and the Group has transferred substantially all risks and rewards of ownership.

Gains or losses arising from changes in the fair value of the 'financial assets at fair value through surplus or deficit' category are presented in the statement of comprehensive revenue and expense within 'fair value gain / (loss) on financial assets' in the period in which they arise.

Gains or losses are presented net of directly attributable investment management fees and rebates.

Receivables:

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for maturities greater than 12 months after the reporting date that are classified as non-current assets. The Group's receivables comprise 'trade and other receivables'.

l) Fair value

The fair value of financial instruments not traded in an active market (such as unit trust investments) is determined by using the latest available redemption unit prices for those funds as at the reporting date.

m) Property, plant and equipment

All property, plant and equipment is stated at historical cost less depreciation and impairment with the exception of accommodation provided for the National President which is recorded at fair value based on independent valuations. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive revenue and expense during the financial period in which they are incurred.

Note 4 – Summary of significant accounting policies (continued)

Depreciation of property, plant and equipment is calculated using the straight-line method so as to expense the cost of the assets over their useful lives. The rates are as follows:

Building	2%
Furniture, fixtures and fittings	6.5% - 33.33%
Hardware equipment	10% - 50%
Leasehold improvements	6.5% - 33.33%
Other equipment	13.5% - 33.33%

Capital work in progress is not depreciated until it is made available for use.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the statement of comprehensive revenue and expense.

n) Intangible assets

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and bring to use the specific software. These costs are amortised on a straight-line basis over their estimated useful lives (three to five years).

Costs associated with developing or maintaining computer software programmes are recognised as an expense as and when they are incurred.

Note 5 – Revenue from exchange transactions

	2026 $'000	2025 $'000
Member subscriptions	27,562	21,623
	27,562	**21,623**

Note 6 – Property, plant and equipment

	Property (valuation) $'000	Computer Hardware (cost) $'000	Furniture & Fittings (cost) $'000	Office Equipment (cost) $'000	Leasehold Improvement (cost) $'000	Total property, plant and equiptment $'000
Year ended 31 March 2025						
Opening net book amount	805	168	365	49	1,953	3,340
Additions	-	61	-	36	343	440
Depreciation charge	-	(85)	(48)	(47)	(156)	(336)
Disposals at cost	-	(169)	-	-	-	(169)
Disposals accumulated depreciation	-	159	-	-	-	159
Closing net book amount	**805**	**134**	**316**	**38**	**2,140**	**3,433**
At 31 March 2025						
Cost or valuation	805	467	483	268	2,681	4,704
Accumulated depreciation	-	(333)	(167)	(230)	(541)	(1,271)
Net book amount	**805**	**134**	**316**	**38**	**2,140**	**3,433**
Period ended 30 June 2026						
Opening net book amount	805	134	316	38	2,140	3,433
Revaluation	(95)	-	-	-	-	(95)
Additions	-	84	1	42	-	127
Depreciation charge	-	(101)	(69)	(21)	(264)	(455)
Disposals at cost	-	-	-	-	(3)	(3)
Disposals accumulated depreciation	-	-	-	-	3	3
Closing net book amount	**710**	**117**	**248**	**59**	**1,876**	**3,010**
At 30 June 2026						
Cost or valuation	710	551	485	310	2,679	4,735
Accumulated depreciation	-	(434)	(237)	(251)	(803)	(1,725)
Net book amount	**710**	**117**	**248**	**59**	**1,876**	**3,010**

A revaluation for property located at 4A,10 Lorne Street and carpark as at 30 June 2026 was completed by independent valuers, Daroch Limited. Refer to Note 3 for further details. The revaluation loss of $95k (2025: nil) was recognised in the consolidated statement of comprehensive revenue and expense.

Note 7 – Financial assets

	2026 $'000	2025 $'000
Harbour investment portfolio	16,851	15,068
Unlisted equities	140	70
Total financial assets	**16,991**	**15,138**

The fair value of the Group's investment in unlisted equities is based on the price of transactions of shares in the entity during the period.
The following table presents the Group's financial assets and liabilities that are measured at fair value at 30 June.

Assets

	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total balance $'000
2026				
Financial assets at fair value through surplus or deficit:				
Harbour investment portfolio	-	16,851	-	16,851
Unlisted equities	-	-	140	140
2025				
Financial assets at fair value through surplus or deficit:				
Harbour investment portfolio	-	15,068	-	15,068
Unlisted equities	-	-	70	70

Disclosure of fair value measurements is by level using the fair value measurement hierarchy:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1).
- Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (that is as prices) or indirectly (that is, derived from prices) (level 2).
- Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (level 3).

There have been no transfers between levels during the period. No financial assets carried at fair value have been categorised as level 3 during the period.

Note 8 – Income taxation

	2026 $'000	2025 $'000
Income tax expense		
Current tax	295	341
Total tax expense	**295**	**341**

The tax on the Group's deficit before tax differs from the theoretical amounts that would arise using the weighted average tax rate applicable to deficit of the entities as follows:

	2026 $'000	2025 $'000
(Deficit) before tax	(632)	(554)
Tax (refund) @ 28%	(177)	(155)
Non taxable income and expenses adjustment	318	325
PIE tax expense on managed funds	171	174
Prior period adjustment	(17)	(3)
Total tax expense	**295**	**341**

Note 9 – Payables from exchange transactions

	2026 $'000	2025 $'000
Current		
Accounts payable	297	456
Trade and other payables	427	374
General provision	344	525
Employee provisions	1,667	938
Deferred revenue	589	296
Total payables from exchange transactions	**3,324**	**2,589**

Note 10 – Financial instruments by category

The carrying amounts of financial instruments presented in the statement of financial performance relate to the following categories of assets:

	2026 $'000	2025 $'000
Financial assets measured at amortised costs		
Cash and cash equivalents	1,282	1,719
Short term deposits	9,524	10,468
Trade and other receivables	57	266
	10,863	**12,453**
Fair value through surplus or deficit		
Long term investment	16,851	15,068
Unlisted equities	140	70
	16,991	**15,138**
Financial liabilities measured at amortised costs		
Payables from exchange transactions	3,324	2,589
	3,324	**2,589**

Note 11 – Auditor remuneration

	2026 $'000	2025 $'000
Audit of the financial statements	71	66
Other services provided by the audit firm relate to taxation services	28	-
	99	**66**

Note 12 – Contingencies

The Group has a contingent liability (maximum $50k) related to Employment court proceedings with the Ministry of Education, which are ongoing as at the reporting date (2025: Nil).

Note 13 – Commitments

a) Capital commitments

The Group had no capital commitments as at the reporting date (2025: Nil).

b) Lease commitments: vehicle fleet

The Group has a fleet of 50 vehicles, which are owned and managed by FleetPartners. The lease commitments for the vehicle fleet as at 30 June were:

	2026 $'000	2025 $'000
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:		
Within one year	195	295
Later than one year but not later than five years	-	115
Total	**195**	**410**

c) Rental leases

In addition to its National office, the Group operates out of 7 regional offices. The lease commitments as at 30 June were:

	2026 $'000	2025 $'000
Commitments for minimum lease payments in relation to noncancellable operating leases are payable:		
Within one year	1,615	1,623
Later than one year but not later than five years	2,906	4,098
Later than five years -	3,703	3,703
Total	**8,224**	**9,424**

Note 14 – Related party disclosures

a) Key management personnel remuneration

The Group classifies its key management personnel into two classes:

(i) Te Kahu Kiwi

(ii) Senior leadership team

During the period members of Te Kahu Kiwi were subscription paying members of the Institute. In return the Institute paid expenditure incurred to attend meetings. These expenses totalled $480,895 (2025: $419,149).

The senior leadership team comprises the National Secretary, Matua Takawaenga, Director-Campaigns, Co-directors-Organising, Director-Finance & Operations, Director-People & Learning and Director-Communications. The aggregate level of remuneration paid is presented below:

	2026 Remuneration $'000	2025 Remuneration $'000	Number of FTEs
Senior leadership team	2,028	1,323	8 FTEs
	2,028	**1,323**	

b) Other related parties

There are no other related party transactions.

Note 15 – Events occurring after the reporting date

There were no events occurring after reporting date requiring disclosure.

Deloitte.

Independent Auditor's Report

To the Members of New Zealand Educational Institute Te Riu Roa Incorporated

Opinion

We have audited the consolidated financial report of New Zealand Education Institute Te Riu Roa Incorporated (the 'entity') and its subsidiaries (the 'group'), which comprise the consolidated financial statements on pages 57 to 68, and the consolidated statement of service performance on pages 52 to 56. The complete set of consolidated financial statements comprise the consolidated statement of financial position as at 30 June 2026, and the consolidated statement of comprehensive revenue and expense, the consolidated statement of changes in net assets/equity, the consolidated statement of cash flows for the period then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying consolidated financial report presents fairly, in all material respects:

- the consolidated financial position of the group as at 30 June 2026, and its consolidated financial performance and cash flows for the period then ended; and
- the consolidated service performance for the period ended 30 June 2026 in that the service performance information is appropriate and meaningful and in accordance with the group's measurement bases or evaluation methods

in accordance with Public Benefit Entity Standards Reduced Disclosure Regime ('PBE Standards RDR') issued by the New Zealand Accounting Standards Board.

Basis for opinion

We conducted our audit of the consolidated financial statements in accordance with International Standards on Auditing (New Zealand) ('ISAs (NZ)'), and the audit of the consolidated service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard NZ AS 1 (Revised) *The Audit of Service Performance Information* ('NZ AS 1'). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the consolidated financial report* section of our report.

We are independent of the group in accordance with Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our firm carries out other assignments for the group in the area of taxation services. These services have not impaired our independence as auditor of the group. In addition to this, partners and employees of our firm deal with the entity and its subsidiaries on normal terms within the ordinary course of trading activities of the business of the entity and its subsidiaries. The firm has no other relationship with, or interest in, the entity or any of its subsidiaries.

Other information

Te Kahu Kiwi is responsible on behalf of the group for the other information. The other information comprises the information in the Annual Report that accompanies the consolidated financial report and the audit report.

Our opinion on the consolidated financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information obtained prior to the date of our audit report and consider whether it is materially inconsistent with the consolidated financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If so, we are required to report that fact. We have nothing to report in this regard.

Deloitte.

Te Kahu Kiwi's responsibilities for the consolidated financial report

Te Kahu Kiwi is responsible on behalf of the group for:

- the preparation and fair presentation of the consolidated financial report in accordance with PBE Standards RDR;
- the selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with PBE Standards RDR;
- the preparation and fair presentation of service performance information in accordance with the group's measurement bases or evaluation methods, in accordance with PBE Standards RDR;
- the overall presentation, structure and content of the service performance information in accordance with PBE Standards RDR; and
- such internal control as Te Kahu Kiwi determines is necessary to enable the preparation of a consolidated financial report that is free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial report, Te Kahu Kiwi is responsible for assessing the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Te Kahu Kiwi either intends to liquidate the group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial report

Our objectives are to obtain reasonable assurance about whether the consolidated financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this consolidated financial report.

A further description of our responsibilities for the audit of the consoldiated financial report is located on the External Reporting Board's website at:

https://www.xrb.govt.nz/standards/assurance-standards/auditors-responsibilities/audit-report-13-1/

This description forms part of our auditor's report.

Restriction on use

This report is made solely to the Members, as a body, in accordance with Section 64.3 of the Constitution. Our audit has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.

Deloitte Limited

Wellington, New Zealand
4 September 2026

Kanohi ki te kanohi, rae ki te rae

Face to face, forehead to forehead. This is how we stand up for ourselves and the tamariki we educate. As the whakatauki from last year's annual conference reminds us, we are strong when we come together, face to face, and ensure we're informed, aligned, and that we have each other's backs. Then, together, we go forehead to forehead with those who stand in the way of what's best for our mokopuna, ourselves, our education system, our future.