



NATIONAL ASSOCIATION OF SECONDARY DEPUTY & ASSISTANT PRINCIPALS

27 May 2015

The President
PPTA
P O Box 2119
Level 5, 60 Willis Street
Wellington

Dear Angela

NASDAP would like to draw to the attention of PPTA the results of a recent survey of Deputy Principals and Assistant Principals in Secondary and Area Schools across New Zealand. The collation of responses (430 respondents) highlights serious concerns amongst Senior Leaders over workload, remuneration, conditions, professional development, and role recognition. Of perhaps greatest alarm for PPTA might be the high level of dissatisfaction with the Association itself in terms of effectively representing the interests of Deputy and Assistant Principals.

About 82% of Senior Leaders in Secondary and Area schools who responded are members of PPTA. In this survey 72% of Senior Leaders did not feel that PPTA effectively represented their interests. Of the Senior Leaders who are current PPTA members, 69% did not feel that PPTA effectively represented their interests. This dissatisfaction is unpacked in more detail in other parts of the survey, some of which we elucidate below. NASDAP believes that in general terms this dissatisfaction stems from, in recent years, senior leaders losing substantive pay relativity with both Principals above, and Middle Management below, and also simultaneously facing increasing workload issues.

A key remuneration issue for Senior Leaders revolves around the current sparsity and low value of SMAs. Most senior leadership teams across the country simply do not have enough SMAs to go round and have to share them. 70.2 % of senior leaders want a substantive increase in the number of units and the value of them. The median figure indicated from respondents was an increase to \$3,000 per SMA (although 47 % wanted over that amount). NASDAP urges PPTA to start addressing this pay issue on the basis of what is for the "good of the profession". PPTA knows the need for strong, well supported promotion opportunities, and maintaining relativity in and across the teaching profession. NASDAP feels that the message given this year to Senior Leaders by PPTA to lobby branches themselves to get this kind of claim on the bargaining table is not realistic, given our relatively small numbers, and the sometimes "anti-management" sentiment that can pervade local branches. NASDAP would urge PPTA to include a claim around SMAs in the up-coming contract negotiations. This would show that PPTA does indeed represent all members, including Deputy Principals and Assistant Principals.

A second remuneration issue highlighted in this survey (also linked to workload), was the Acting Up Allowance (4.15.1 STCA). Currently this only applies after 14 days. 95% of senior leaders want this reduced to apply after 5 days. Respondents suggested that any Acting Up days should be able to be accrued and then paid out in a lump. NASDAP believes that a very strong case can be made in bargaining for a better deal on this issue, as it aligns with provisions in the IES. It is also a relatively low cost concession for the Government. NASDAP urges PPTA to include this small claim in the next contract round. Members are also questioning why this remuneration does not currently apply over school holiday periods, as the responsibility still remains with the Acting Up person.

The survey also identified data around workload and conditions issues:

- 71% of DPs and APs are working 50-60 hours per week, with 25% working more than 60 hours.
- The number of required teaching contact hours for DPs and APs varied considerably across schools.
- Senior leaders (11%) in smaller schools (up to 600 Roll, with a team of 3 including the Principal) can be teaching 11-15 hours, although the average for this group is 8 hours contact or less.
- In schools with a 600-900 roll, 16% of DPs (in teams of 3 including the Principal) teach 12-14 hours, compared to the 4-5 hours average for this group (60%).

This level of inconsistency of workload across schools raises concerns for NASDAP, suggests some Deputy Principals and Assistant Principals have an unfair load, and warrants further investigation. NASDAP is interested in any data and/or position PPTA has on this.

Providing extra job compensation items for Senior Leaders was reported as also extremely variable across schools. However, two items stood out; remunerating cellphone costs was reported by 42%, while 83% now have a free laptop provided.

NASDAP is sharing some of the survey information with MOE, although obviously not the data around satisfaction levels with PPTA representation.

NASDAP hopes that the data we have shared here with you, and the issues raised that need addressing, will be given serious consideration and reflection by the association, and will open up some meaningful dialogue.

We look forward to discussions with you around these matters.

Kind regards

Campbell Howlett

President NASDAP