



# SPANZ

SECONDARY PRINCIPALS' ASSOCIATION OF NEW ZEALAND INC.

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**President**  
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Friday, 27 October 2006

## President's Comment 32

Just thinking out loud on a couple of matters ....

### **When Secondary Employment Is Not Really Secondary Employment:**

We are all aware of the very tight timelines that exist for NZQA in terms of marking external assessments between now and Christmas. NZQA also has difficulty in getting sufficient numbers of quality markers. Teachers put their hands up to be markers for a variety of reasons, including financial remuneration, but more often than not for their own professional development and indirectly for the benefits of the school and their students. From a remunerative point of view, I have previously suggested that taxing the markers income at a secondary rate is somewhat of a deterrent. Nevertheless, as principal of a school, when our teachers are involved as markers my view is very much that it is secondary employment and secondary to their primary role of meeting the learning needs of our students.

It has been rumoured that NZQA is encouraging panel meetings during school time. I ask myself (and NZQA), how can this be true. Surely, you cannot work a secondary occupation during the working hours of your primary occupation. If you could, it legitimises double dipping in all forms of primary and secondary employment. However, more than that, it also creates another unnecessary tension between those already over-worked teachers and the management of a school.

Markers are more often than not high performing staff members who have critical roles at school, not just around areas such as lesson preparation and facilitating learning but also in forward planning and school development. We need those people to be involved in those primary tasks during their primary employment.

If and when I get a response from NZQA I will pass it on.

### **Principals' Remuneration**

This week we posted out the SPANZ Strategic Plan 2006-2010. Our membership informed the Strategic Plan. As part of the informing process, you made it very clear to us that your conditions of employment and your remuneration were of the highest priority. Ultimately, the membership will decide at our AGM what part, if any, our organisation has to play in industrial matters. Nevertheless, given the clear directive that the membership has given our Executive, we have been exploring options. I have had discussions around this topic with representatives of the industrial arm of the Ministry of Education. At a minimal action level we have formally approached PPTA for observer-status at the bargaining table and further, we will prepare a submission to the bargaining table. I note that others believe we are suitably remunerated .... "*it is acknowledged that principals are relatively well paid for their role*" (New Zealand OECD Country Report Paper, October 2006). A view I would contest. In making a submission, and, when the time is right, we will need you to inform us around priorities because, like everything else, there is only so much money to go around. If the priorities are with, say for example, exit provisions or sabbatical leave, rather than cash-in-the-hand that is where the money will go.

Graham Young  
**President**  
Secondary Principals' Association of New Zealand