



Sandy Pasley
SPANZ President

19 May 2015

Kia ora Colleagues

Principal 25 day Holiday Entitlement

A Principal's requirement to list the leave taken in the current year is a Holidays Act requirement.

Because Secondary and Area Principals are entitled to Annual Leave, the employer must keep a record so that the employee receives what they are entitled to.

We have been advised that the Novopay system can record and manage annual leave for secondary and area school principals. However there has not been a formal agreement that secondary and area school principals' annual leave be recorded in Novopay – with relevant sector policies and procedures agreed.

Secondary and area principals' annual leave should continue to be managed outside of the Novopay system until these decisions are made. There would need to be quite a large change process undertaken to implement any policies and practices and agree what balances need to be put into Novopay – as a starting balance in the system. This change is not part of the current Leave Programme.

Novopay has found that as part of our data cleaning exercise that there are a few secondary school principals set up in the Novopay system by mistake (less than 10) and only two of the 10 have any leave recorded. We are currently working directly with those principals to remove their records from Novopay. The principals we have spoken to, to date, are happy to have their records removed from Novopay. In the meantime the status quo remains, unless you wish to carry over leave which would require Board approval.

SPANZ May Executive Meeting

At the SPANZ Executive meeting in Wellington last Thursday and Friday the Executive met with Iona Holsted, Chief Review Officer, ERO and Julian Moore the Interim CEO of Educanz.

What can be reported from these meetings

ERO

- On the 26th May the new indicators of good practice (60 over 6 domains, reduced from 220) will be on line.
- They are to be trialled for a year and won't be used as a formal part of the process of review until July 2016.

Educanz

An announcement on the nine successful candidates including the Chair is scheduled for mid-June in readiness for the hand-over from the interim board to the Council on 1 July. At this stage you not need to do anything. Educanz will be communicating directly to Principals, teachers and through NZSTA to Boards of Trustees.

- All appointments will be made by the Minister of Education
- Educanz will be independent from government
- will have a wider mandate;
- will separate out Registration from Practising Certification;
- change the disciplinary functions;
- audit and moderate appraisal, and
- LATS will no longer be linked to positions but to individuals.

Nga mihi

Sandy Pasley
President

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