

# Response to OIA request

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## 1.0 The background

In order to understand the allocation of units and allowances at Wairarapa College in 2020 a couple of important features of the College context need to be taken into account.

Firstly, the allocation for permanent units for curriculum leadership in the past has lacked a coherent rationale; these have been variably allocated over many years and resulted in inequities. The Limited Statutory Manager asked that any opportunity to address these inequities should be explored in the allocation of available units in 2020.

Secondly, there has been a practice at the College that some fixed-term units are rolled over year on year. This means that, while the STCA allows for up to 40% of units to be allocated on a fixed-term basis, the actual number of fixed-term units available for allocation at Wairarapa College in any year is, in reality, quite small.

The unit allocation for 2020 was determined taking both contextual factors into account and was fully discussed with the LSM.

In 2019, the College conducted an extensive consultation with students, staff and community which resulted in a new strategic plan and priorities. Through this consultation it was agreed that the three priorities which will guide the next phase for Wairarapa College are:

- students' experience of school enhances their haurora (wellbeing)
- students are equipped to respond positively to the changing world around them now and for the future
- students belong to a connected wider school community where every individual is valued and supported.

When the application for units and allowances was initiated during the Teacher Only Day on 27 January 2020 there was a clear opening statement that, *'This year the fixed term management units and fixed term middle management units (this should have read 'allowances') on offer will align with the strategic plan.'* The priorities of the strategic plan were listed underneath.

As outlined in the application process for fixed-term units priority areas included:

- The Strategic Plan – particularly wellbeing and pathways
- Curriculum leadership
- Culturally responsive and relational pedagogy
- Digital literacy.

Fixed-term units were allocated in line with these advertised priorities.

## 2.0 The information requested

### 1a. The total number of units allocated under 4.3 of the Secondary Teachers Collective Agreement.

*The 29 January 2020 staffing entitlement notice indicated that Wairarapa College had 90 units at its disposal. This was confirmed in the March staffing entitlement notice.*

**1b. A breakdown of how the units are allocated and how long the current holders have had them.**

*Permanent units are not annually re-allocated.*

*As advertised to staff, fixed-term units in 2020 were allocated across priority areas for Wairarapa College which included:*

- *Wellbeing*
- *Curriculum leadership*
- *Culturally responsive and relational pedagogy*
- *Digital literacy.*

*Details of how long current holders have held units is confidential employment-related information.*

**1c. The date in which each unit was last applied for.**

*Permanent units do not require annual application.*

*Fixed-term units were made available to staff to apply for on 27 January 2020 with applications due by 10 February 2020*

**1d. The last date of teaching staff consultation, as per Section 4.3.1.**

*Consultation with the teaching staff occurred on the teacher only day - 27 January 2020.*

**2a. The number of Middle Management Allowance allocated under section 4.3A of the Secondary Teachers Collective.**

*The 29 January 2020 staffing entitlement indicated that Wairarapa College had 52 MMAs at its disposal. This was confirmed in the March staffing entitlement notice.*

**2b. A breakdown of how the MMA are allocated and how long the current holders have had them.**

*As advertised to staff, fixed-term MMAs in 2020 were allocated across priority areas for Wairarapa College which included:*

- *Wellbeing*
- *Curriculum leadership*
- *Culturally responsive and relational pedagogy*
- *Digital literacy.*

*Details of how long current holders have held units is confidential employment-related information.*

**2c. The date in which each MMA was last applied for.**

*Permanent MMAs do not require annual application.*

*Fixed-term MMAs were made available to staff to apply for on 27 January 2020*

**2d. The last date of teaching staff consultation (as per Section 4.3a1)**

*Consultation with the teaching staff occurred on the teacher only day - 27 January 2020.*

**3a. The number of Senior Management Allowance allocated under section 4.3b of the Secondary Teachers Collective.**

*The 29 January 2020 staffing entitlement indicated that Wairarapa College had 3 SMAs at its disposal. This was confirmed in the March staffing entitlement notice.*

**3b. A breakdown of how the SMA are allocated and how long the current holders have had them.**

*Given the small number of SMAs and a small number of eligible staff this confidential employment-related information has been withheld.*

**3c. The date in which each SMA was last applied for**

*This is confidential employment-related information.*

**3d. The last date of teaching staff consultation, as per Section 4.3b1**

*Consultation with the teaching staff occurred on the teacher only day - 27 January 2020.*

**4. Any policies relating to the assignment and consultation regarding units or management allowances.**

*The College does not have a unit and allowances allocation policy. Developing one is on the policy development schedule.*

*The process was undertaken in line with the requirements of the STCA and with guidance from PPTA.*

Helena Barwick  
Limited Statutory Manager (Employment) Wairarapa College

1 December 2020