

## From the PPCB Board....

27/04/23

**Kia ora PPCB e te whānau**

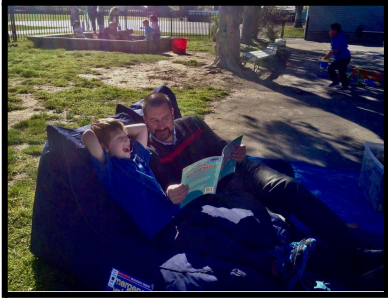
**It is an absolute pleasure to be writing to you on behalf of our PPCB Board and negotiating team to pay tribute to our outgoing Head of Union Denise Torrey.** What an amazing human Denise is - when Perry Rush contacted Denise about being our inaugural PPCB Head of Union in 2021, in her usual Denise style, said something like, "I'm up for the challenge!" And a challenge it sure was, from surveying members to establish and re-establish claims, to reading research from NZ and abroad to back up those claims, to standing proudly at the bargaining table challenging the MOE to do better - Denise did all this and more with panache and professionalism! Denise's integrity shines through everything she does and the positive working relationship she and the negotiating team established with the MOE meant our bargaining team could come in strong but also ensure we bargained in good faith. Denise has answered many calls and emails from members along the way and as you know always personally responded to you to ensure PPCB acted with transparency and care.

**Denise and her running mate Hayley Read formed a formidable base for the negotiating team right from the beginning through to the historic signing of our first PPCB Collective Agreement above on April 5th.** With contributions along the way from Tom Paekau, Patrick Walsh, Iain Taylor and Mark Ellis, Denise ensured all negotiating members were able to contribute and were well prepared for our negotiations. We will miss Denise as HOU, as she focuses on her Woolf Fisher award. Denise is not saying goodbye altogether, she has offered to be available for a Support Officer role for PPCB members, be involved in ongoing research, and we would like to think she would be back to be part of our December 2024 negotiating team!

**Thank you Denise for all you have done for our brave new Principals' Union, your mahi has been massive and so very much appreciated! Go well, and safe travels!!**

**PPCB are so fortunate to have Hayley Read continuing in her negotiation team role and the membership administration, and comms role.** Thank you so much Hayley for all that you have done, and all you are doing for our PPCB whānau. You are greatly valued, we are so fortunate to have you on our PPCB team!





**Our hearts and aroha go out to the family, close friends and colleagues of Mike Anderson, and the Waimairi School community.** Mike lost his short battle with cancer earlier this week. Mike was part of our PPCB Strategic Action Team and contributed so much in his career as a tumuaki in Canterbury schools. Mike was a strong advocate for common sense, had a brilliant and innovative mind, and was just an all round great person to be around. Mike will be sadly missed, and will be fondly farewelled by many on Tuesday afternoon.

**We have much work currently underway, yesterday you should have received the \$6,000 in your Operation Grants for your own [Primary Principals' Coaching, Professional learning, and wellbeing support fund](#).** The letter sent to your school from the Moe about the fund is in the **download section of your Secure Data Portal**. This fund is for you to use in 2023, and in 2024 you will receive another \$6,000! We look forward to hearing about what you have used this fund for.

**We have received the Terms of Reference from Jan Tinetti's Ministerial Review of Staffing**, we are providing feedback on these TOR and the PPCB Board have nominated PPCB Board member and principal of Manurewa Intermediate, Iain Taylor to be included on the review team.

**Confirming your PPCB member union membership with your presiding member.** We are currently working with NZSTA for them to provide information to Boards about the settling of our CA. In the meantime we recommend you inform your presiding member in writing about your PPCB membership, and provide them with a copy of the PPCB CA (attached), the letter from your Secure Data Portal downloads as described above, and the [Primary Principals' Coaching, Professional learning and Wellbeing Support fund](#) information. Here is an example of some wording to use:

*Hi (presiding member)*

*Letting you know that my Primary Principals' Collective Bargaining union (PPCB) have ratified our Collective Agreement (attached FYI). You do not need to read it all, just have it available if you need to refer to it. It includes a new Professional coaching, learning, support and wellbeing \$6K fund which went into our Operation Grant on April 27th. We will receive a further \$6K in 2024. The [document attached](#) shows what it is for - a terrific addition to our Collective Agreement.*

*If you receive anything about principals who are NZEI members, a reminder that it is not pertinent to me.*

**Below is an introduction from our new PPCB Head of Union Mark Ellis.** Mark is an experienced principal, has been part of our PPCB Strategic Action team, and on the final negotiating team in March and knowing Mark personally I know he will have so much to offer our membership in this HOU role. Thank you Mark for agreeing to take on this role to continue all that Denise has done and to bring your own flavour as HOU!

**Jason Miles**, Board Chair - PPCB Union, [jason.m@kaiapoinorth.school.nz](mailto:jason.m@kaiapoinorth.school.nz)

On behalf of PPCB Board members - **Julie Hepburn** (Board Secretary), **Leanne Otene**, **Iain Taylor**, **Meagan Kelly**, and advisor to the Board **Perry Rush**.

***Ko Mark Ellis toku ingoa  
No Hakatere ahau  
Ko Rakaia te awa  
Ko Aoraki te maunga  
Ko Dulcie toku manawa  
Ko Corey, ra ko Chelsea nga tamariki ma  
Ko Kyas, ra ko Maverick toku mokopuna  
No reira Tena koutou, tena koutou tena koutou  
katoa***



**My name is Mark Ellis and it is my privilege to accept the role of Head of Union for PPCB as of April 26th. I have been a principal for 27 years in U1-4 schools in Mid Canterbury.** I am a current member of the Canterbury Primary Principals Association Executive and served 2 years with the NZPF executive in the 90's. I am driven to seek better conditions and outcomes for NZ principals so the job is in a better place when I choose to leave. I am a Senior Firefighter in the Ashburton Volunteer Fire Brigade, a dad, a granddad and a husband of 32 years to my wife Dulcie.

I can only hope to emulate the incredible work Denise Torrey has done as HOU and support the PPCB Board in their direction. I will represent the members and their views and Chair the Strategy Action Team as we inform the Board of your wishes and the conditions you seek in our dynamic job as principals.

PPCB and its point of difference focussed on the mantra "For principals by principals" and "A principal, is a principal, is a principal." We can confirm it is our drive to improve conditions and funding in the sector so that we maintain the focus on our leaders and what they need. PPCB has a clear mandate to ensure our U1-2 principals are paid well as principals and not lower than DP's in large schools with many units. We are committed to focusing on what matters to our members.

Last year's PPCB survey results with membership recommend we consider the work to support our U1 and U2 colleagues, and look carefully at the structure of remuneration to recognise experience and not just numbers on seats. We will continue to explore these issues with you, our PPCB members, and seek better outcomes for all. Currently there are also some equity issues for U1 and U2 principals which are having a direct impact on these principals and their communities and subsequently are having a corrosive effect on the leadership crisis across all of our sector. These issues contribute to the acknowledged 'leadership crisis' happening in education in NZ.

As PPCB we will continue to represent the needs of all our members and encourage you to share your stories, your triumphs and concerns with us so we can ensure our profession flourishes with active, satisfied Principals leading our schools with enthusiasm, intent and knowledge.

I will be in touch with you all soon with an invitation for you to consider becoming an active member of our Strategic Action Team and a voice in your region for PPCB, in the meantime I encourage each of you to extend an invitation to your colleagues to join PPCB. As we grow and mature as a union we will continue to be a strong voice in advocating for the best working conditions for all principals across our motu!

**Mark Ellis, PPCB HOU**  
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