

29 May 2008

Robin Duff
President
PPTA
PO Box
WELLINGTON

Dear Robin

On behalf of NASDAP - National Association of Secondary Deputy and Assistant Principals - I wish to applaud PPTA for the naming of senior managers in the recent collective [as we disappeared as a designated group in 1996].

And for \$1,000 senior management allowances, due to be dispersed on 1 July this year, despite there being little direction to schools as to how these are to be allocated at this point in time.

However, I also wish to point out to you as the President of PPTA, that Executive have been told of some dissatisfaction from members, as PPTA appear to be doing little to protect the conditions of work for Deputy and Assistant Principals and in fact, have been seen to be undermining the relationship between teachers and senior managers in some instances.

The recent changes to the CEC have had significant benefits for all teachers in the provision of non-contact time and the constraint of class sizes. However, the implementation of these has also had a significant effect on the workload of senior managers in many schools, with little apparent recognition by the membership or PPTA office. In particular, where schools have "endeavoured" to meet the contract requirements and satisfied the "compensatory measures" it has resulted in continual staffing adjustments to staffing within the school timetable. This prevents effective definitive long-term planning, and for the senior manager with responsibility for day relief, has meant the context for this responsibility is "fluid." The result is a significant workload issue!

This has arisen in that while there were many gains for teaching staff in the recent collective negotiations, there has not been adequate resourcing by the Ministry of Education in relation to non-contact time, nor the 26-pupil average class size. Senior managers within schools have the responsibility for ensuring these conditions are met in schools.

We are aware that SPAC exists; yet it appears that when NASDAP members raise concerns at these meetings, often they are trivialised - in fact, a PPTA employee has been heard to say on more than one occasion that "Senior Managers make up a minority of PPTA's membership and we [PPTA] has to look after the bulk of its members." This is very unprofessional and it marginalises senior managers' positions. There are three NASDAP Executive members who also sit on SPAC and from their reports, there appears to be very little credence given to our unique roles in schools.

I was most concerned to hear from my three NASDAP Executive members that the SPAC meeting set for Friday 6 June was cancelled today. In fact, one of my NASDAP Executive members was named as the reason for the cancellation; apparently he had not obtained agenda items as asked. This member saw the email yesterday [Wednesday 28 May] and he is distressed at being used as the reason for the cancellation of the meeting by Trevor. Is it not the job of the Convenor of SPAC to cancel a meeting?

I trust that you will not look on this letter as NASDAP being malicious and unsupportive. We have tried to voice our concerns of members to SPAC and in the past Trevor Bleakley and Bronwyn Cross. However, we are still fielding concerns on a regular basis and we owe it to our members to contact you. I believe that NASDAP Executive have worked with PPTA in an open and honest manner; in fact we have shared our data base with PPTA, in order for PPTA to have access to contacts of our members.

NASDAP Executive look forward to your responses to these claims and invite you to speak with us should you be in a position to do so. We are scheduled to meet twice more in 2008; Friday 8 August and Friday 31 October, both of which occur in Wellington.

Thank you for taking the time to read this letter and I look forward to hearing from you.

Kind regards

Annette M Taylor [Ms]
President NASDAP

CC NASDAP Executive
Mark Paterson, Awatapu College [Convenor of SPAC]