



For too long, principals have felt that their role, responsibility, and leadership have not been fully recognised at the bargaining table. The current government offer, a 1% increase, is the same figure being applied across much of the public sector, and in real terms will be a pay cut. While it might be “standard,” it falls far short of reflecting the complexity, hours, and weight of responsibility you carry every single day. This is not just about salary. It is about respect for the profession, recognition of the pressures, and ensuring the role of a tumuaki remains sustainable for the future.

We are at a point where decisions made now will set the tone for years to come. A minimal offer signals that the government does not yet see the principalship for what it truly is, the pivotal role in the success of our schools and communities.

If you want change, it will not come by waiting quietly. It will take you showing your value clearly, consistently, and collectively. Gains in the past have been made when principals have stood together, supported one another, and taken visible action. You have to make it clear, through collective unity and participation, that principalship is worth far more than what’s on the table. The union is not a building, a logo, or an office in Wellington. It is the members, it is you. Every principal’s involvement matters. When principals show up, speak up, and take action together, it changes what is possible at the bargaining table.

For some tumuaki, particularly teaching principals or those in small schools, attending a local PUM can be difficult, especially when you are making sure other staff can attend. There will be a final online PUM to ensure every principal has the chance to be part of the conversation and the decision-making. This online PUM is not live on the [Events](#) page yet, however once it is live, I will let you know.

Together, you can ensure that the role of principal is respected, valued, and rewarded, not just for today, but for the next generation of school leaders.

PUMs Events

Date	Time	Area	Venue
19th August	9:30	Hamiton	Te Rapa Race Course
	14:00	Hamiton	Te Rapa Race Course
20th August	14:00	Cambridge	Cambridge Middle School
	14:00	Huntly	Kimihia School
	14:00	Te Kuiti	Centennial Park School
21st August	9:30	Morrinsville	Morrinsville Intermediate
	14:00	Tokoroa	Tainui Full Primary School
	14:00	Thames	Parawai School
24th August	14:00	Tūrangi	Tongoririo Area School
	14:00	Paeroa	Miller Ave Schoool
25th August	14:00	Taumarunui	Taumarunui Primary School
	14:00	Waihi	Waihi War Memorial Hall
27th August	14:00	Matamata	Matamata Intermediate
28th August	14:00	Coromandel	Kūaotunu Hall
29th August	2:00	Te Awamutu	Te Awamutu Intermediate

Ngā mihi nui

Dane Robertson,

Principal Support Officer (Āpiha Tautoko Tumuaki)



**NZEI
TE RIU ROA**

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