

# Staffing Incentive Allowance (SIA)

This allowance is set out in:

- [3.16.1 of the Primary Teachers' Collective Agreement](#)
- [4.12 of the Secondary Teachers' Collective Agreement](#)
- [3.20 of the Area Teachers' Collective Agreement](#)
- 6.2.4 of the Primary Principals' Collective Agreement ([NZEI](#)) ([PPCBU](#))

## About:

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You'll be paid a *Staffing Incentive Allowance* if you're a primary, secondary, or area teacher or a primary principal employed in a school/kura identified as needing additional support for recruitment/retention.

The rates and conditions may differ depending on the collective agreement you are employed under. Please check your employment agreement for full details, conditions, and requirements.

Teacher:	Condition:	Rate:
<ul style="list-style-type: none"> <li>• Provisional/Fully Certificated</li> </ul>	<ul style="list-style-type: none"> <li>• Employed at eligible school</li> <li>• Permanent or Long Term Relief (2 consecutive terms or more)</li> <li>• Full-time</li> </ul>	<ul style="list-style-type: none"> <li>• \$1,000 p/a</li> </ul>

## Eligibility at a glance:

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The SIA provision shall apply to teachers and primary principals employed in:

- schools designated as having serious staffing difficulties.
- schools approved because of location.

Check the list below to see if your school is eligible.

Eligible schools may be changed as needs change. This won't happen more than once a year, and only after consultation with employee representatives. **These lists have been updated for 2025 and will not change until Term 1 2026.**

For more information, please contact: [teacher.supply@education.govt.nz](mailto:teacher.supply@education.govt.nz)

SCHOOL NUMBER	SCHOOL NAME
1	Te Kura o Te Kao
161	Benneydale School
176	Ohura Valley Primary
398	Takitimu Primary School
730	Porangahau School
1016	Horeke School
1035	Kohukohu School
1046	Te Kura o MÄ• tihetihe
1053	Motatau School
1055	Ngataki School
1056	Ngunguru School
1075	Pakotai School
1081	Peria School
1085	Pouto School
1086	Pukenui School (Kaitaia)
1106	Tapora School
1109	Te Hapua School
1114	Tinopai School
1119	Umawera School
1124	Waiotira School
1214	Awhitu District School
1323	Kaiaua School
1385	Mulberry Grove School
1398	Okiwi School
1405	Orere School
1553	Waioneke School
1593	Kaitoke School (Claris)
1673	TKKM o Te Waiu o Ngati Porou
1675	Ruakituri School
1676	Te Mahia School
1706	Colville School
1722	Galatea School
1736	Hauturu School
1748	TKKM o Huiarau
1759	Kaingaroa Forest School

1771	Kawhia School
1778	Kinohaku School
1806	Te Kura Mana Maori Maraenui
1808	Marotiri School
1896	Piripiri School
1923	Reporoa School
1971	Te Kura o Tahaaroa
1998	Te Akau School
2032	Tirohanga School
2052	Waikaretu School
2060	Waingaro School
2084	Te Kura Mana Maori o Whangaparaoa
2086	Wharepapa South School
2105	Awahono School - Grey Valley
2173	Huiakama School
2185	Makahu School
2191	Marco School
2195	Matiere School
2200	Mokau School
2253	Tokirima School
2267	Whareorino School
2371	Kaitieke School
2391	Mangamahu Primary School
2401	Moawhango School
2405	National Park School
2407	Ngamatapouri School
2413	Orautoha School
2420	Papanui Junction School
2428	Pukeokahu School
2463	Taoroa School
2556	Elsthorpe School
2578	Hiruharama School
2585	Kereru School
2587	Kotemaori School
2594	Makarika School
2609	Mata School

2611	Matawai School
2616	Motu School
2625	Ohuka School
2627	Omakere School
2642	Patoka School
2649	Potaka School
2657	Putere School
2658	Putorino School
2664	Rere School
2672	Sherenden and Districts School
2698	Te Pohue School
2703	Tikitiki School
2705	Tiniroto School
2706	Hatea-A-Rangi
2710	Tutira School
2712	Waerenga-O-Kuri School
2718	Waimarama School
2732	Weber School
2736	Whangara School
2739	Te Kura Kaupapa Maori o Whatatutu
2855	Havelock School
2962	Pongaroa School
3041	Tinui School
3064	Waitaria Bay School
3070	Whareama School
3119	TKKM o Kawakawa mai Tawhiti
3188	Dovedale School
3199	Lake Rotoiti School
3204	Maruia School
3342	Fox Glacier School
3343	Franz Josef Glacier School
3363	Haast School
3368	Hanmer Springs School
3387	Kaingaroa School (Chatham Islands)
3406	Lake Tekapo School
3432	Mayfield School (Mid-Canterbury)

3441	Mt Somers Springburn School
3442	Aoraki Mount Cook School
3452	Okains Bay School
3476	Pitt Island School
3553	Te One School
3566	Waiau School
3592	Whataroa School
3724	Clutha Valley School
3732	Duntroon School
3764	Macraes Moonlight School
3767	Makarora Primary School
3789	Omarama School
3802	Poolburn School
3837	Strath Taieri School
3838	Tahakopa School
3840	Taieri Beach School
3932	Balfour School
3953	Garston School
3955	Glenorchy School
3961	Halfmoon Bay School
3980	Lumsden School
3984	Mararoa School
3990	Mossburn School
4030	Tokanui School
4036	Waikaia School
4218	TKKM o Tokomaru