



High Priority Principal Allowance (HPPA)

This allowance is set out in [3.6 of the Secondary Principals' Collective Agreement](#).

About:

You'll be paid a *High Priority Principal Allowance* if you're a principal employed in a secondary school/kura that the Ministry has identified as needing additional support for recruitment or retention.

The rates and conditions differ depending on the collective agreement you are employed under:

Teacher:	Condition:	Rate:
<ul style="list-style-type: none"> Fully Certificated 	<ul style="list-style-type: none"> Employed at eligible school Permanent or Long Term Relief (2 consecutive terms or more) Full-time 	<ul style="list-style-type: none"> \$3,000 p/a

Principals are not eligible to receive both the High Priority Principal Allowance *and* the Principal Recruitment Allowance.

Eligibility:

The HPPA provision shall apply to principals employed in:

- All secondary schools in the following Territorial Local Authorities:
 - Buller, Grey, Southland, South Taranaki, South Waikato, Waikato, and Westland.
- (formerly) Decile 1-7 secondary schools in the following Territorial Local Authorities:
 - Far North, Kaipara, Waitomo, Taupō, Whakatane, Kawerau, Opotiki, Wairoa, Central Hawke's Bay, Ruapehu, Rangitikei, Tasman and Kaikoura.

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

Eligible schools may be changed by the Ministry of Education 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 2026 and will not change until 2027.**

For more information, please contact: teacher.supply@education.govt.nz

SCHOOL NUMBER	SCHOOL NAME
3	Kaitaia College
4	Whangaroa College
5	Kerikeri High School
7	Okaihau College
8	Bay of Islands College
9	Northland College
19	Dargaville High School
21	Otamatea High School
22	Ruawai College
106	Tuakau College
115	Te Kauwhata College
119	Huntly College
127	Ngaruawahia High School
143	Trident High School
144	Whakatane High School
145	Rangitaiki College – Te Kura Tuarua o Rangitaiki
148	Opotiki College
158	Tokoroa High School
159	Forest View High School
160	Te Kuiti High School
162	Piopio College
166	Tauhara College
167	Taupo-nui-a-Tia College
169	Taumarunui High School
181	Opunake High School
183	Ruapehu College
195	Rangitikei College
214	Wairoa College
232	Te Aute College
233	Central Hawkes Bay College
292	Golden Bay High School
298	Motueka High School
301	Buller High School
303	Greymouth High School
304	John Paul II High School
305	Westland High School
307	Kaikoura High School
395	Northern Southland College
399	Central Southland College
400	Fiordland College
401	Menzies College
409	Aparima College
494	Putaruru College
661	Tarawera High School
961	Te Paepae o Aotea