

# 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 2026 and will not change until 2027.**

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 Mātihi
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

<b>2173</b>	Huiakama School
<b>2185</b>	Makahu School
<b>2191</b>	Marco School
<b>2195</b>	Matiere School
<b>2200</b>	Mokau School
<b>2253</b>	Tokirima School
<b>2267</b>	Whareorino School
<b>2371</b>	Kaitieke School
<b>2391</b>	Mangamahu Primary School
<b>2401</b>	Moawhango School
<b>2405</b>	National Park School
<b>2407</b>	Ngamatapouri School
<b>2413</b>	Orautoha School
<b>2420</b>	Papanui Junction School
<b>2428</b>	Pukeokahu School
<b>2463</b>	Taoroa School
<b>2556</b>	Elsthorpe School
<b>2578</b>	Hiruharama School
<b>2585</b>	Kereru School
<b>2587</b>	Kotemaori School
<b>2594</b>	Makarika School
<b>2609</b>	Mata School
<b>2611</b>	Matawai School
<b>2616</b>	Motu School
<b>2625</b>	Ohuka School
<b>2627</b>	Omakere School
<b>2642</b>	Patoka School
<b>2649</b>	Potaka School
<b>2657</b>	Putere School
<b>2658</b>	Putorino School
<b>2664</b>	Rere School
<b>2672</b>	Sherenden and Districts School
<b>2698</b>	Te Pohue School
<b>2703</b>	Tikitiki School
<b>2705</b>	Tiniroto School
<b>2706</b>	Hatea-A-Rangi
<b>2710</b>	Tutira School
<b>2712</b>	Waerenga-O-Kuri School
<b>2718</b>	Waimarama School
<b>2732</b>	Weber School
<b>2736</b>	Whangara School
<b>2739</b>	Te Kura Kaupapa Maori o Whatatutu
<b>2855</b>	Havelock School
<b>2962</b>	Pongaroa School
<b>3041</b>	Tinui School
<b>3064</b>	Waitaria Bay School
<b>3070</b>	Whareama School
<b>3119</b>	TKKM o Kawakawa mai Tawhiti
<b>3188</b>	Dovedale School
<b>3199</b>	Lake Rotoiti School
<b>3204</b>	Maruia School

<b>3342</b>	Fox Glacier School
<b>3343</b>	Franz Josef Glacier School
<b>3363</b>	Haast School
<b>3368</b>	Hanmer Springs School
<b>3387</b>	Kaingaroa School (Chatham Islands)
<b>3406</b>	Lake Tekapo School
<b>3432</b>	Mayfield School (Mid-Canterbury)
<b>3441</b>	Mt Somers Springburn School
<b>3442</b>	Aoraki Mount Cook School
<b>3452</b>	Okains Bay School
<b>3476</b>	Pitt Island School
<b>3553</b>	Te One School
<b>3566</b>	Waiau School
<b>3592</b>	Whataroa School
<b>3724</b>	Clutha Valley School
<b>3732</b>	Duntroon School
<b>3764</b>	Macraes Moonlight School
<b>3767</b>	Makarora Primary School
<b>3789</b>	Omarama School
<b>3802</b>	Poolburn School
<b>3837</b>	Strath Taieri School
<b>3840</b>	Taieri Beach School
<b>3932</b>	Balfour School
<b>3953</b>	Garston School
<b>3955</b>	Glenorchy School
<b>3961</b>	Halfmoon Bay School
<b>3980</b>	Lumsden School
<b>3984</b>	Mararoa School
<b>3990</b>	Mossburn School
<b>4030</b>	Tokanui School
<b>4036</b>	Waikaia School
<b>4218</b>	TKKM o Tokomaru