Te Tāhuhu o te Mātauranga
Ministry of Education

Cultural leadership allowance allocation process Primary teachers

2027 Primary teachers allocation

25 additional cultural leadership allowances were agreed as part of the Primary Teachers' Collective Agreement 2026-2028 settlement. The parties agreed to work through allocation options before the beginning of the 2027 school year to determine a suitable allocation method to distribute the 25 available allowances to primary schools/teachers.

We acknowledge that as there is a limited number of cultural leadership allowances available to primary teachers, there are not enough available to make the allocation method of 1 allowance per primary school.

2027 allocation criteria for primary schools and kura

Cultural leadership allowances will initially be distributed based on 1 per primary school and kura which have:

- 50 or more students, and
- a population of at least 22.5% Māori or 22.5% Pacific students based on the most recent publicly available Ministry roll return data.

Some previous allocations have been relinquished by schools, allowing a total of 31 schools to be offered an allowance as part of the 2027 allocation.

If there are not teachers who are undertaking the role the allowance recognises, we will offer unallocated allowances to the next tranche of schools based on the percentage of their student roll that are Māori or Pacific.

2024 Primary teachers allocation

1,200 cultural leadership allowances were agreed as part of the Primary Teachers' Collective Agreement 2023–2025 settlement but the agreement did not specify how the allowances would be distributed. The parties agreed to work through allocation modelling options before the beginning of the 2024 school year to determine a suitable allocation method to distribute the 1,200 available allowances to primary schools/teachers.

We acknowledged that as there was a limitation on the number of cultural leadership allowances available to primary teachers, there were not enough available to simply make the allocation method 1 allowance per primary school.

2024 allocation criteria for primary schools and kura

Cultural leadership allowances were initially distributed on the basis of 1 per primary school to schools and kura which had:

- 50 or more students, and
- a population of at least 17% Māori or 17% Pacific students based on the most recent Ministry roll return.

There were 1,136 schools and kura which met these criteria, meaning there were at least 64 allowances initially unallocated.

We expected that of these 1,136 schools, there may not be staff who met the criteria to receive the allowance. In this case, any surplus allowances including the 64 unallocated allowances would be allocated during the second phase of the process.

It was the intention of the Ministry and the unions to allocate these 64 (or more) allowances based on need to some of the schools and kura which do not have 50 or more students, or to schools which have more than 1 staff member eligible to receive the allowance.

2024 allocation process for primary schools and kura

Phase 1

1. Primary schools and kura who fit the criteria below received an email from the Ministry of Education on 22 February 2024 informing them that there is one cultural leadership allowance available to their primary school or kura based on the distribution model agreed between the parties. Cultural leadership allowances were initially distributed on the basis of 1 per primary school to schools and kura which had:
    - 50 or more students; and
    - a population of at least 17% Māori or Pacific students based on the most recent Ministry roll return.
2. School leaders, as informed by the cultural leadership allowance matrix to guide their decision making, assessed the eligibility for the allowance of existing teachers who may already be undertaking this mahi. If there was not a suitable teacher already doing this work, the allowance would be made available for distribution to another primary school in phase 2.
3. If there was a suitable teacher at the school who had demonstrated they met the eligibility criteria, school leaders would allocate one allowance via the EdPay link in the email. By completing this payroll instruction, school leaders attested to the eligibility of this teacher for the allowance based on the eligibility requirements and matrix.
4. Schools had until the end of Term 1 2024 to complete the phase 1 process.

5. Any unallocated allowances were to be distributed in the second phase of allocations.

Phase 2

1. From the beginning of Term 2 2024, Te Mahau regional Directors of Education and NZEI Te Riu Roa were asked to nominate primary schools and kura to be allocated the remaining allowances. Details of the nomination process would be confirmed via email when the phase 2 allocations opened.
2. Te Mahau regional Directors of Education and NZEI Te Riu Roa had until end of Term 2 2024 to make these nominations.
3. NZEI Te Riu Roa and the Ministry discussed the phase 2 nominations and allocated the remaining allowances to schools and kura considering the following priorities:
    a. schools with:
        - fewer than 50 students; and
        - a population of at least 17% Māori or Pacific students; and
        - a teacher solely responsible for cultural leadership and expertise as per the allowance matrix
    b. schools who do not meet the phase 1 allocation criteria but have a high overall number and proportion of Māori and Pacific students (that is, 25% or more)
    c. schools who meet the phase 1 allocation criteria, and who have more than one staff member responsible for cultural leadership and expertise at their school
    d. special circumstances that impact the school's ability to provide cultural leadership and expertise.
4. Phase 2 allocations were considered and agreed by the end of Term 3, 2024

As part of this initial allocation process, all cultural leadership allowances were paid effective from 28 January 2024, or from the teacher's date of appointment, whichever was the latter, regardless of whether they were allocated in the first or second phase. Allocations made after this initial allocation process was completed were effective from the date the allowance was allocated.

Additional information

How should employers determine a teacher's work and eligibility for the allowance?

You should have a conversation with the teacher to understand their cultural expertise and previous experiences, which may include providing you with additional supporting evidence where appropriate.

Where possible, you should contact the previous principal and/or other references from the applying teacher (with agreement) to determine eligibility. This may include utilising community networks and relationships with local whānau, hapū and iwi leaders.

What should employers do where 2 or more teachers from the same school demonstrate cultural expertise?

Consider allocating the allowance on a shared basis in the first instance.

What happens if a teacher at a school or kura resigns or relinquishes the allowance?

Where a teacher with the cultural leadership allowance resigns or relinquishes the allowance, the school would be able to reallocate the allowance to another eligible teacher.

What happens if our school has a change in circumstances after being allocated an allowance under phase 1?

Schools will not be notified if their circumstances change and they fall outside of the initial phase 1 allocation requirements. They will continue to be able to pay the cultural leadership allowance to the staff member doing that work.

If the allowance holder resigns or relinquishes the allowance, and the school does not have another eligible teacher doing this work, the allowance will be returned to the pool of available allowances to redistribute.

Information about the redistribution of the cultural leadership allowance to other primary schools and kura after 2024

Once the initial allocation phase is completed in 2024, any allowances that become available after that time will be redistributed to primary schools and kura considering the following priorities:

- schools with:
  - less than 50 students
  - a population of at least 17% Māori or 17% Pacific students
  - a teacher solely responsible for cultural leadership and expertise as per the allowance matrix
- schools who do not meet the phase 1 allocation criteria but have a high overall number and proportion of Māori and Pacific students (that is 25% or more Māori and/or Pacific student population)
- schools who meet the phase 1 allocation criteria, and who have more than 1 staff member responsible for cultural leadership and expertise at their school
- special circumstances that impact the school's ability to provide cultural leadership and expertise.