

Policy/advisory team draft work programme 2020

As the General Secretary has separately reported to Executive, 2019 has seen good progress against the operational goals that underpin the PPTA Strategic Plan 2017-2021. In particular, of course, we have seen substantial progress against the measures related to bargaining: *“real pay increases, significant movement on conditions claims, and increase [in] membership density and engagement.”* The policy and advisory team, with the field service, worked hard during 2019 to support our members to achieve these gains.

Maintaining and building on these gains will continue to be a critical priority for 2020. In addition we will need to turn our attention to work which has taken a back seat during the bargaining round. Inevitably further unforeseen areas of work may also come up.

The DGS (P) along with the rest of the advisory and policy team took these factors into consideration during their planning day in 2019. The work priorities they identified for 2020 are set out below under the relevant headings of the 2017-2019 operations document.

It is important to stress that this is not an exhaustive list of everything the policy/advisory team will be working on rather an assessment of what the priorities are in terms of the strategic plan.

Policy¹

Initiative	Actions/Resources	Priorities for 2020	Responsibility
Policy development	Appropriate prioritisation and action on policy decisions	<ul style="list-style-type: none"> • School Guidance Counsellors • Workload taskforce • Education Act mandatory reporting and thresholds for referral to DT. • Subject experts • Maori medium/mainstream policy direction • MITA and other specific issues of Maori teachers 	AO by portfolio area

¹ See below under Advocacy for policy areas that are largely post-development.

Voice

Initiative	Actions/Resources	Priorities for 2020	Responsibility
<p>Member engagement</p>	<p>New avenues to engage non-active members</p>	<p>AOs make themselves available to speak to/hear from branches, regions about what they need.</p> <p>Specifically ask Te Huarahi/Roopu a Rohe... particular needs that we need to be addressing?</p> <p>Other engagement: Wahine Maori hui, Maori science hui</p> <p>AOs support committees and taskforces with resources and information as required to build and maintain member engagement.</p> <p>Examples of resources:</p> <ul style="list-style-type: none"> • Develop welcome videos for website/mahi tika • Website development/page updates • Mypage. • Ongoing work on Campaign monitor 	<p>Comms team and AOs as needed/depending on resourcing constraint</p> <p>Apiha Maori</p> <p>Publications committee and all AOs as needed</p>
<p>PPTA voice on issues that matter to our members</p>	<p>Content is well informed/credible/ Messaging is appropriate</p> <p>Publications reflect and promote PPTA priorities</p> <p>Internal channels prioritise member-led issues</p>	<p>Increase relevant material and Te Reo content in all publications</p> <p>Develop strategies for countering potential attack campaigns against the Association</p> <p>Website development and introduction of Mypage.</p> <p>Brand refresh</p>	<p>Apiha Maori/Comms team</p> <p>Comms team</p> <p>Publications committee and all AOs as needed</p>

Education

Initiative	Actions/Resources	Priorities for 2020	Responsibility
<p>Activist development</p> <p>Focus on capacity building</p>	Staff engagement includes focus on capacity building	<p>AOs support committees and taskforces with resources and information as required to build and maintain member capacity</p> <p>AOs make themselves available to speak to/hear from branches and regions in a co-ordinated way to best use our resources and ensure that this support gets to where it is needed. (Example: <i>MYCAR seminar</i>).</p>	<p>See above re publications committee and member engagement</p> <p>Comms team</p>
	Tools available to support development work	<p>Website development and introduction of Mypage.</p> <p>Brand refresh</p>	Comms team
Provision of PLD		<p>Education conference</p> <p>Maori Teachers conference</p>	<p>AOs</p> <p>Apiha Maori</p>

Advocacy

Initiative	Action/Resource	Priorities for 2020	Responsibility
Growing membership (recruitment & activism)	Project teams of staff across the Association to develop and support organising plans	AO team updates and develops appropriate publications and other resources to support recruitment and activism	Publications committee with support from all AOs as needed
Bargaining CAs	Campaigns	Develop and present to executive a draft strategic plan for bargaining 2020-2022.	DGS(P), and industrial and communications team in conjunction with DGS (M) and field service
Managing Individual employment relationship problems	In house legal capacity	Legal team expansion/ improved co-ordination/ unified reporting	Legal and industrial
Promoting and protecting member's interests	Strategic litigation	<ul style="list-style-type: none"> • Part time case • Novopay case • MITA case • Rodney case • LSC case 	Gen Sec/DGS(P) External legal advisors
	Submissions Lobbying and campaigning Working groups	<ul style="list-style-type: none"> • Teaching Council fees increase • NCEA • Governance review • ACCORD subgroups • Wellbeing • Teacher supply /education workforce • Equity funding 	Relevant AO by portfolio