

Webinar Q&A

Support Staff in Schools Collective Agreement (SSSCA) – Implementing the Changes

1. Will GovHub have these templates for letters of appointment?

These are available on our Resource Centre: [Recruitment](#).

2. Can Guidance counsellors be offered less than what they were on before the SSSCA?

No, that's very clear in the guidance all parties have sent out.

3. What are the biggest changes boards and principals need to understand, and what common mistakes should we avoid during implementation?

The changes to clause 2.5, 2.6 and 2. These changes, and the recommended practices that avoid common mistakes, are detailed in the *Opportunities and Risks* PowerPoint.

4. By mutual agreement - so what happens if the other party doesn't agree?

Mutual agreement is where you've decided the staff are permanent or fixed for 12 months.

If the other party doesn't agree, then clause 10 restructure and potentially redundancy may apply.

5. The issue arises when we have given a consultation period, which must be conducted during working weeks. This means we need to have an idea of what Teacher Aide support hours we can offer around August for the following year.

As a school, we just don't know who is coming or going for that manner. The school carries all of the financial risk.

This is exactly the kind of tricky scenario many schools face – please contact GovHub for advice and guidance specific to your situation.

6. How does the 'funding' clause apply in a situation where the school isn't funded, and the school is absorbing the cost of TA and doesn't know how sustainable this is long term out of the Ops Grant?

It will depend on the circumstances – contact GovHub to discuss this further in the context of your school or kura.

7. When can a school legally use a fixed-term employment agreement, and what requirements must be met to ensure it complies with New Zealand employment law and the support staff in schools' collective agreement?

Fixed term employment agreements can only be used where the position cannot be filled by a permanently appointed employee, the reason for the fixed term coming to an end is clear, and related to the reason the vacancy exists in the first place, and it does not restrict or circumvent the employment rights of any employee (including to surplus staffing/redundancy provisions).

For more information, visit the Resource Centre: [Fixed term employment agreements](#).

8. What if a position is funded by international student income? Is this considered a valid reason for a fixed term? The main thing is that even if this income is stable for a few years, the situation can change.

It will depend on the circumstances, but generally, being funded by international student income is not a sufficient reason to use a fixed term employment agreement.

Contact GovHub to discuss this further in the context of your school or kura.

9. Are self-funding language and music programmes (usually after school), dependent on the number of students signing up for these programmes?

Whether a fixed term employment agreement can be used will depend on the individual circumstances of the programme and the nature of the work.

Contact GovHub to discuss this further in the context of your school or kura.



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