

VISA PAK ISSUE — 18 JULY 2024

CONSIDERING PERMANENT MANAGEMENT UNIT ALLOWANCE AS PART OF REMUNERATION WHEN ASSESSING TEACHER SALARIES

Immigration officers assessing applications for teachers must ensure that the applicant meets the remuneration requirement.

This Visa Pak is to confirm that when calculating the median wage for teachers, the *Permanent Management Unit Allowance* can be included as part of their overall salary.

Immigration instruction [WA3.30](#) and [SR2.5](#) outline how staff should calculate remuneration for the purpose of assessing Accredited Employer Work Visa applications and Skilled Migrant Residence applications, specifying that remuneration will be calculated based on guaranteed payment per hour.

The *Permanent Management Unit Allowance*, although referred to as an “allowance”, is an additional salary payment related to extra management duties. It is considered permanent and cannot be taken away.

The allowance is not excluded by [WA3.30\(h\)](#) and [SR2.5\(g\)](#) which state that remuneration excludes other employment-related deductions or allowances (for example tool or uniform allowances), as well as piece rates, commissions, or bonuses that are dependent on performance and are not guaranteed. Therefore, immigration officers can and should include the *Permanent Management Unit Allowance* as part of the overall salary when considering remuneration requirements.

Collective agreements

All teachers in the state and state-integrated sector are covered by the terms and conditions in the collective agreements. The conditions in the collective agreements apply to all incoming teachers.

More information about permanent management credits in collective agreements can be found here: www.education.govt.nz