

# Proposed fees and levy

## Summary of submissions

April, 2022



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## EXECUTIVE SUMMARY

This document summarises the submissions received during the public consultation on the proposed fees and levy.<sup>1</sup> Submissions were received during the consultation period from 18 February 2022 to 1 April 2022. A total of 6,078 submissions were received.

This report focuses on summarising submissions and does not make recommendations.

### Background to the consultation

Since 2015 the Council has been funded through fees paid by teachers and transitional government funding. Government funding from 2015 to 2020 was provided on the basis that the Council was expected to become fully self-funded through contributions by teachers to their professional body.

The Government indicated that except for the Council's leadership function, it would not provide further operating funding to support the work done on behalf of teachers and the profession.

The Council estimates the current annual cost to undertake this work is \$17 million.

Fees paid by teachers were last set at \$220.80 in 2010. They provide annual revenue of approximately \$8 million per year, leaving the Council with a potential deficit of \$9 million per annum. Running a deficit of this scale would mean the profession's ability to continue to be self-managing and self-determining would be significantly undermined. For the Council, it would mean its ability to provide legally required services to teachers and the work undertaken on behalf of the profession would be seriously compromised.

### Synopsis of main themes

This synopsis presents the main themes covered by submissions across all questions asked in the consultation. These themes are presented in descending order of frequency.

#### Fee increase too high

4638 submitters indicated that they felt the proposed fee increase is too high. Submitters often referred to the doubling of costs as excessive.

#### Concern regarding the value that the Council provides

3462 submitters were concerned regarding the value the Teaching Council provided to teachers. There were concerns over some teachers not receiving any benefit from the goods, services or regulations as stipulated in the consultation document. Additionally, levels of service provision in the registration process were a concern for some.

#### Opposed to fee increase

3086 submitters were in opposition to the fee increasing. These submitters preferred for the fee amount to remain as it currently is.

#### Teachers are underpaid/undervalued

2906 submitters expressed that their inability to pay the fee increase was linked to being underpaid/undervalued.

#### Improve transparency of Teaching Council's costs

1720 submitters wanted the Teaching Council to have a higher transparency around their costs.

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<sup>1</sup> Teaching Council, 2022. Consultation Document: Proposed fees and levy. Wellington: Teaching Council.



### **Fee/levy will worsen teacher retention/shortage**

1646 submitters indicated that increasing the fees and charging a levy will lead to teaching as a profession becoming undesirable, exacerbating the teacher shortage. Teacher retention was also a concern for 1261 teachers, who indicated that they, or others, would leave the profession should the proposal be implemented.

### **Government should fund the Teaching Council**

1568 submitters felt that the Government should fund the Teaching Council. Various suggestions for Government funding were mentioned, including financing through the Ministry of Education, Vote Education and tax rebates for teachers on their fees and levy. 837 submitters felt that teachers should not have to pay any fee or levy.

### **Reduce mandatory functions, services/activities**

1520 submitters perceived the increase in fees and the proposed levy to be associated with the increased mandatory functions, services and activities undertaken by the Teaching Council. Some have suggested that the Teaching Council reduce these functions rather than increase the fees and add a levy.

### **Impact of high inflation on cost of livings**

1356 submitters have indicated that the fee and the levy are proposed to be increased in line with inflation. However, teachers' commonly stated that their salaries have not increased in line with inflation, and therefore are unable to absorb the increased cost of living along with the proposed increase.

### **ECE teachers earn less**

420 submitters were concerned with the ECE sectors inability to afford the fees and levy, given that many have not reached pay parity and are paid less than teachers in other sectors.

## Key findings by consultation question

### Consultation question

#### Q1. Do you agree with the cost assumptions set out in this document?

3% (n=192) of submissions agreed with the cost assumptions, while 90% (n=5275) disagreed with them, and 6% (n=374) were unsure.

The most common reasons for agreement were:

- Agree that the costs have increased (n=76)
- General support for cost assumptions (n=76)

The most common reasons for disagreement were:

- Widespread opposition to the cost assumptions (n=1039)
- Disagree with the calculation for the fee increase (n=56)

Other feedback included:

- The fee increase is too high (n=1527)
- Concern regarding the value that the Teaching Council provides (n=1118)
- Teachers are underpaid/undervalued (n=736)

#### Q2. What do you think about the proposed increases to Teaching Council fees?

Feedback regarding the proposed fee increases included:

- The fee increase is too high (n=3142)
- Concerns regarding the affordability of the fee increase (n=3915). This concern was underpinned by the feeling that teachers are underpaid/undervalued (n=1667), the impact of high inflation on the cost of living (n=694) and that teachers' salaries have not increased (n=562)
- Concern regarding the value that the Teaching Council provides (n=1888)

#### Q3. What do you think about the proposal to impose a levy to cover the cost of some of the Council's mandatory functions?

The most common reasons for agreement were:

- The services funded are believed to be conducive to teacher engagement (n=9)

The most common reasons for disagreement were:

- The services funded by the levy were not consulted on and are unwanted (n=412)
- The levy is considered to be revenue gathering by the Teaching Council (n=368)

Other feedback included:

- Concern regarding the value that the Teaching Council provides (n=1027)
- The cost of the levy is too high (n=709)

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#### Q4. Are there other ways to allocate the fees?

Suggestions regarding other ways to allocate the fees included:

- The Government should fund the Teaching Council (n=638)
- Employers should pay the fees and levy (n=228)

Other feedback included:

- The Teaching Council should reduce its costs (n=485)
- The Teaching Council should reduce its mandatory functions, services/activities (n=280)

#### Q5. Are there other ways to allocate the levy?

Suggestions regarding other ways to allocate the levy included:

- The Government should fund the Teaching Council (n=483)
- Employers should pay the fees and levy (n=147)

Other feedback included:

- Opposition to the levy (n=496)
- The Teaching Council should reduce its costs (n=258)
- The Teaching Council should reduce its mandatory functions, services/activities (n=180)

#### Q6. What do you think about the proposal that fees and the levy are set for a three-year period?

The most common reason for agreement was:

- A three-year period reduces administration and stress for both parties (n=350)

The most common reasons for disagreement were:

- Preference for the fees and levy to be set for 4 or 5 years (n=193)
- To increase the renewal period for the same fee and levy amount (n=99)
- Set the fee and levy annually (n=87)

Other feedback included:

- The levy is too high (n=662)
- The fee increase is too high (n=542)

#### Q7. Is there another period that would be better for the fees and the levy?

Suggested periods that would be better for setting the fees and levy included:

- Four to five-years (n=649)
- An increased renewal period for the same fee/levy (n=168)
- Set fees and levy annually (n=154)

Other feedback included

- Agreement with the three-year period (n=980), mainly because there was no other period preferred (n=623)

#### Q8. What do you think about the proposal to allocate the levy equitably across practising certificate types and LATs?

The most common reasons for agreeing with the proposal were:

- To allocate the levy equitably by recognising the differences in salaries (n=263)
- Allowing LATs to pay less (n=218)

The most common reasons for disagreement were:

- All teachers should pay the same amount (n=213)
- Overseas teachers should pay the same amount (n=6)

Other feedback included:

- Opposition to the levy (n=351)
- Levy is too high (n=192)

#### Q9. Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications?

46% (n=2552) of submitters agreed with the proposal that overseas teachers should pay more, while 37% (n=2077) disagreed, and 17% (n=929) were unsure.

The most common reasons for agreement were:

- To cover the extra work required (n=296)
- Initially, with local/reduced fees for renewal (n=71)

The most common reasons for disagreement were:

- Charging a higher fee/levy will worsen the teacher shortage (n=707)
- All teachers should pay the same (n=123)
- Additional work done by other bodies (police/NZQA) (n=102)

Other feedback included:

- Support needed for overseas teachers (n=58)
- The fee increase is too high (n=59)

#### Q10. Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications?

14% (n=785) of submitters agreed with the proposal that full (Category Two) certified teachers should pay a higher fee, while 72% (n=3969) opposed and 13% (n=740) were unsure.

The most common reasons for agreement were:

- The fee should cover extra work required (n=105)
- Agree, but the additional charge should be minor (n=44)

The most common reasons for disagreement were:

- Because the work required by the Teaching Council does not justify the additional cost (n=473)
- Charging a higher fee/levy will worsen the teacher shortage (n=419)
- Category Two teachers earn less (n=356)

Other feedback included:

- Improving the transparency of Teaching Council's costs (n=459)
- Concern regarding the value that the Teaching Council provides (n=357)

#### Q11. Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers?

27% (n=1462) of submitters agreed with the proposal that holders of a LAT should pay the same levy as registered teachers, while 42% (n=2234) disagreed and 31% (n=1624) were unsure.

The most common reasons for agreement were:

- The allocation of resources is the same (n=24)
- Charging the same would be an incentive for holders of a LAT to get qualified (n=14)

The most common reasons for disagreement were:

- LAT employment/pay differs from teachers (n=336)
- It would discourage holders of a LAT from registering (n=126)

Other feedback included:

- Opposition to the levy (n=67)
- The consultation document does not provide enough information (n=55)

#### Q12. Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100?

18% (n=1005) of submitters agreed with the proposal that late fees should increase from \$50 to \$100, while 75% (n=4168) disagreed, and 7% (n=360) were unsure.

The most common reasons for agreement were:

- Agree with the proposed increase, as long as there is not a justifiable reason for being late (n=73)
- Agree with the proposed increase as long as there is a reminder system in place (n=59)

The most common reasons for disagreement were:

- The work required does not justify the additional cost (n=458)

- Additional charge perceived as revenue gathering (n=362)

Other feedback included:

- General opposition expressed for any late fee (n=310)
- Fee increase is too high (n=246)

**Q13. Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future?**

28% (n=1591) of submitters were interested in being able to access third-party user-pays financial services, while 56% (n=3203) were not interested, and 16% (n=923) were unsure.

The most common reasons for submitter interest were:

- Interested, provided it is not subject to interest or charges (n=224)
- Would be necessary if the fees increase (n=127)

The most common reasons submitters were not interested were:

- Because the necessity to propose financing is an indication that teachers cannot afford the fees and levy (n=884)
- Concerns regarding associated costs (n=363)

Other feedback included:

- Fee increase is too high (n=695)
- Opposition to the fee increase (n=200)

**Q14. Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach?**

34% (n=1942) of submitters were interested in fortnightly payments by instalment, while 49% (n=2801) were not interested, and 16% (n=932) were unsure.

The most common reasons for submitter interest were:

- Interested, provided it is not subject to interest/charges (n=180)
- Interested, but not at the proposed fee increase/levy (n=90)

The most common reasons submitters were not interested were:

- It should not be necessary (n=216)
- Concerns regarding associated costs (n=171)

Other feedback included:

- The fee increase is too high (n=190)
- The cost of the levy is too high (n=142)

**Q15. If there was an additional cost for this service, would you still be interested in this option?**

3% (n=177) of submitters would still be interested, while 88% (n=4960) would no longer be interested, and 9% (n=530) were unsure.

The most common reasons for submitter interest were:

- Interested; however, this would depend on the amount (n=132)
- Interested, provided deductions are small (n=49)

The most common reasons submitters were not interested were:

- Opposition to additional costs (n=282)
- It is considered unfair as those who would need the service the most would be charged more (n=154)

Other feedback included:

- The fee increase is too high (n=92)
- The cost of the levy is too high (n=82)

#### Q16. Is there anything else the Council could do to make it easier for teachers to manage the cost of proposed higher fees and a levy?

The most commonly suggested things the Teaching Council could do were:

- Not increase the fees and introduce the levy (n=1033)
- Reduce the fee and levy amount (n=931)
- Reduce the Teaching Council's costs (n=702)
- Consider the affordability of the proposal, given teachers are generally underpaid (n=390)

#### Q17. What other comments would you like to make on the proposed changes overall? What other information do you need?

Other comments most commonly made concerning the proposed changes overall were:

- Concerns regarding the value that the Teaching Council provides (n=746)
- Opposed to the fee increase (n=598)
- The fee increase is too high (n=560)
- Teachers are underpaid/undervalued (n=346)

Other information most commonly needed included:

- Information on what the Teaching Council does for teachers (n=316)
- Information on how the funds will be used (n=200)

## **The consultation process and submissions**

The fees and levy consultation document was made available through the Teaching Council website.<sup>2</sup> Submissions were received via the Teaching Council survey interface or by email. A total of 6,078 submissions were received. Of the 6,078 submissions received, 5,861 were received via the online survey and 217 were received via email.

## **Teaching Council online survey interface**

The consultation questions were developed by the Teaching Council. The only mandatory question in the online survey was 'Q2. What do you think about the proposed increases to Teaching Council fees?'.  
The questions asked via the Teaching Council online survey interface are listed in Appendix Two.

## **Written submissions received via email**

217 submissions were received by email. Some of these submissions indicated which consultation questions they were directly answering. These submissions were processed and analysed according to these questions. Whenever submissions did not follow a set structure, they were analysed as per the consultation questions with which they aligned.

## **Data analysis methodology**

An online survey interface was built for the collection of submissions. The interface questions formed the framework of analysis and reporting for all submissions.

## **Statistical analysis**

Submissions made through the online survey could select their preferences to the quantitative questions.

The analysis of responses to closed-ended questions is presented as figures and tables. Figure 1, Table 1, Table 2 and Table 3 provide an example of how statistical data is reported for questions where submitters were given a choice of answers to choose from.

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<sup>2</sup>

Teaching Council, 2022, <https://teachingcouncil.nz/news-advocacy/consultations/fees-and-levies-consultation/>



Figure 1: (Q1) Do you agree with the cost assumptions set out in this proposal?

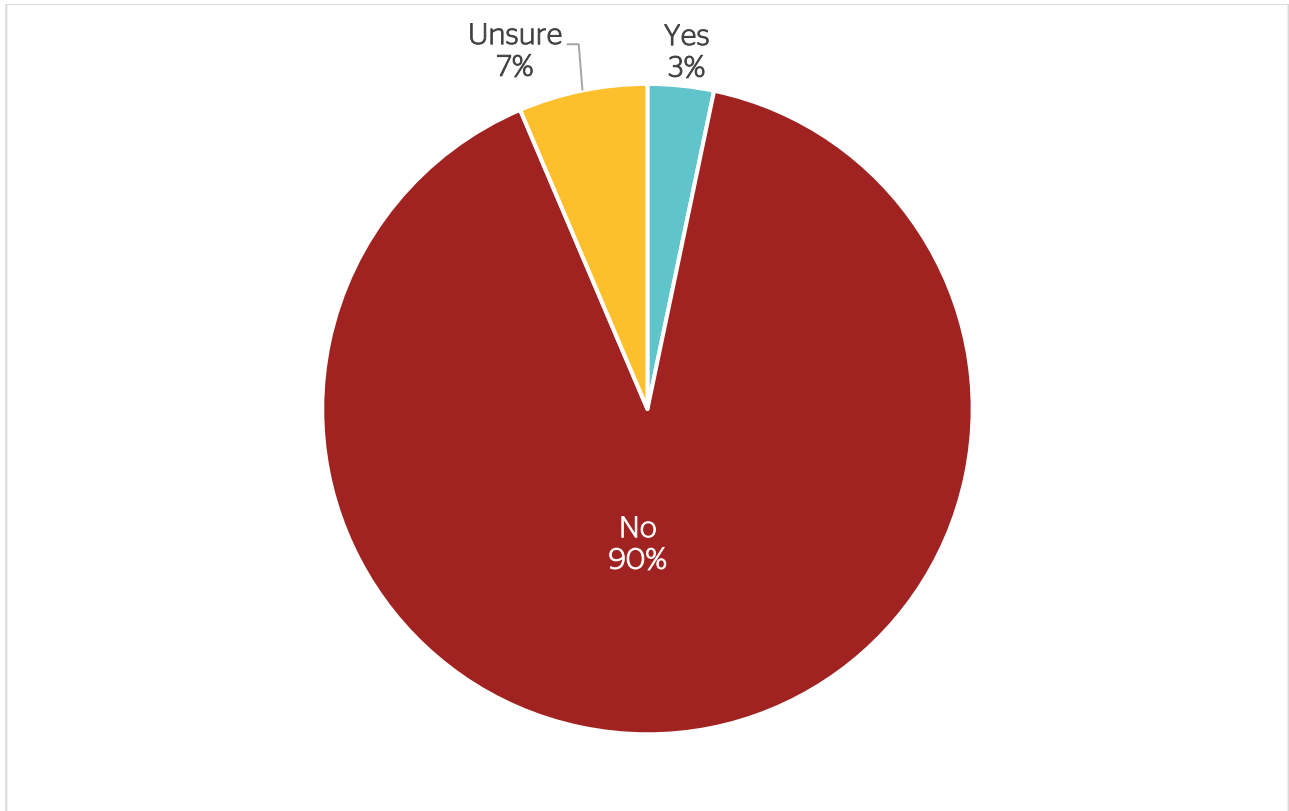


Table 1: (Q1) Do you agree with the cost assumptions set out in this proposal? By Sector

	Early Childhood education n = 1057	Māori Medium n = 86	English medium n = 635	Primary n = 2582	Intermediate n = 630	Secondary n = 1943	Tertiary n = 59	Other n = 152	Total n = 5841
Yes	4%	6%	5%	3%	4%	3%	14%	9%	3%
	45	5	29	87	24	62	8	13	192
No	88%	79%	86%	91%	88%	90%	64%	78%	90%
	933	68	547	2348	557	1753	38	119	5275
Unsure	7%	15%	9%	6%	8%	7%	22%	13%	6%
	79	13	59	147	49	128	13	20	374

Table 2 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Professional Status

	Registered but 1 current practising certificate n = 43	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 5136	Registered and hold a current Provisional practising certificate n = 549	Hold a current Limited Authority to Teach n = 25	Other n = 23	Total n = 5841
Yes	2% 1	3% 175	2% 12	8% 2	0% 0	3% 192
No	91% 39	90% 4631	92% 505	76% 19	91% 21	90% 5275
Unsure	7% 3	6% 330	6% 32	16% 4	9% 2	6% 374

Table 3 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Role

	Teacher n = 5059	Teacher Educator n = 224	Holder of a LAT n = 21	Professional Leader or Principal n = 797	Representing a peak body n = 9	Representing a Union n = 41	Other n = 114	Total n = 5841
Yes	3% 135	5% 11	10% 2	8% 60	44% 4	2% 1	5% 6	3% 192
No	91% 4609	84% 189	71% 15	86% 685	56% 5	85% 35	89% 101	90% 5275
Unsure	6% 315	11% 24	19% 4	7% 52	0% 0	12% 5	6% 7	6% 374

## Thematic analysis

PublicVoice undertook the analysis of responses to open-ended interface questions. All submissions received via the online interface and in written format underwent thematic analysis, whereby themes were extracted from comments received. The foundation for the thematic analysis used by PublicVoice is the methodology developed by Braun and Clarke, 2006.<sup>3</sup> A team of research analysts identified, analysed and interpreted patterns of meaning within the open-ended responses. Each theme was then analysed for frequency.

Table 4 : Example of thematic analysis table

CATEGORY	THEME	FREQUENCY
FEE/LEVY AMOUNT		2260
	Fee increase too high	1527
	Opposed to levy	241

<sup>3</sup> Braun and V. Clarke (2006), 'Using thematic analysis in psychology'. *Qualitative Research in Psychology*, 3(2), 77-101.

CATEGORY	THEME	FREQUENCY
	Opposed to fee increase	203
	Fee/levy should recognise differences in salaries	100
	Revenue gathering	95
	Support smaller fee increase	54
	Opposed to late fees	17
	Support fee increase	16
	Inflation adjusted increase acceptable	6
TEACHING COUNCIL		2241
	Concern regarding value that the Council provides	1118
	Reduce mandatory functions, services/activities	420
	Improve transparency of Teaching Council's costs	332
	Reduce Teaching Council's costs	326
	Remove/disband Teaching Council	45
AFFORDABILITY		1883
	Teachers are underpaid/undervalued	736
	Impact of high inflation on cost of living	352
	Teachers' salaries have not increased	310
	Part time/relief teachers earn less	139
	ECE teachers earn less	136
	New teachers earn less	88
	Teachers with families have higher costs	76
	Consider payment by instalments	27
	Auckland teachers have higher costs	19

## **Categorisation of themes**

The results from the thematic analysis were organised into top-level categories. The most common categories have been listed below, along with a brief description.

**Fee/levy amount** – captures feedback in support or opposition to the fee or levy and comments concerning the amount of both.

**Teaching Council** – contains feedback received about the Teaching Council's mandated functions, value, and expenditure.

**Affordability** – presents feedback received regarding the affordability of the proposed fee increase and levy for teachers. This top-level theme contains sub-themes related to the affordability of the proposed increase and levy for the different professional statuses of submitters.

**Teaching Council funding** – contains feedback received regarding who should fund the Teaching Council.

**Consultation** – presents feedback concerning the consultation.

**Teacher recruitment/retention** – presents feedback about the potential impact the fees increase and the proposed levy will have on teacher retention and increasing the teacher shortage.

## Who did we hear from?

This section provides an overview of the submissions received.

### Overview of submissions

#### Sector

Figure 2 and Table 5 show the sector submitters work in.

Figure 2: Overview of submissions - Sector

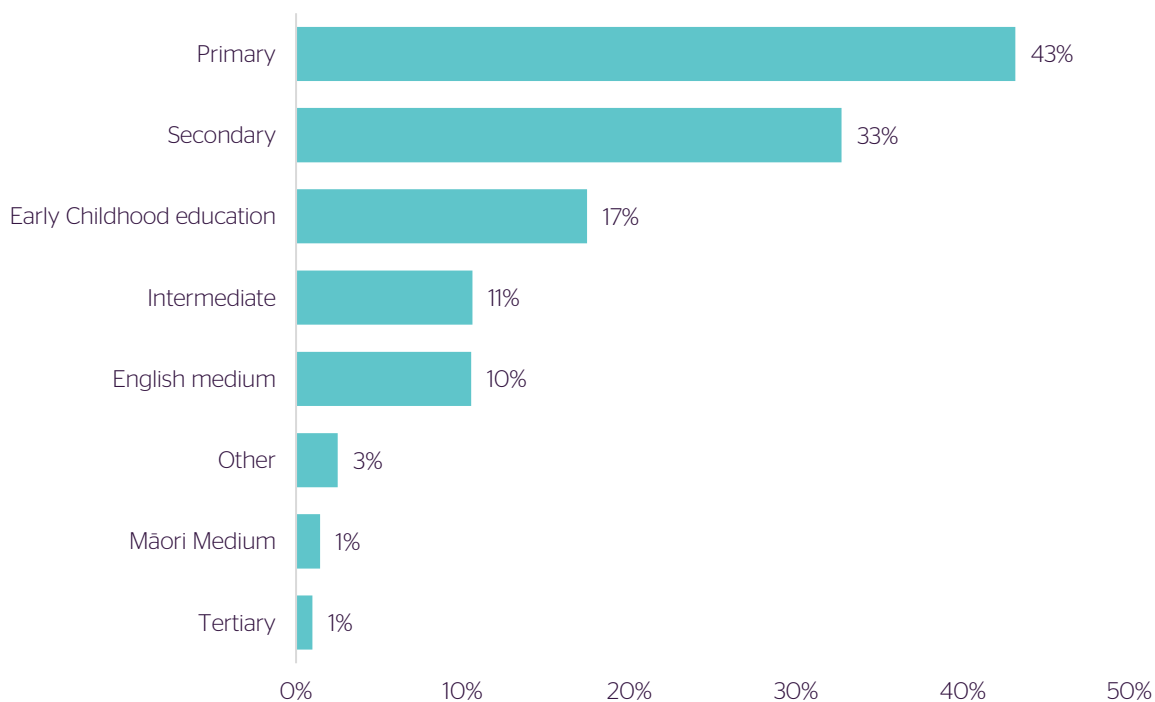


Table 5: Overview of submissions - Sector

	Primary	Secondary	Early Childhood education	Intermediate	English medium	Other	Māori Medium	Tertiary
%	43%	33%	17%	11%	10%	3%	1%	1%
N	2622	1988	1061	643	638	152	87	60

## Professional status

Figure 3 and Table 6 show submitters' professional status.

Figure 3: Overview of submissions - Professional Status

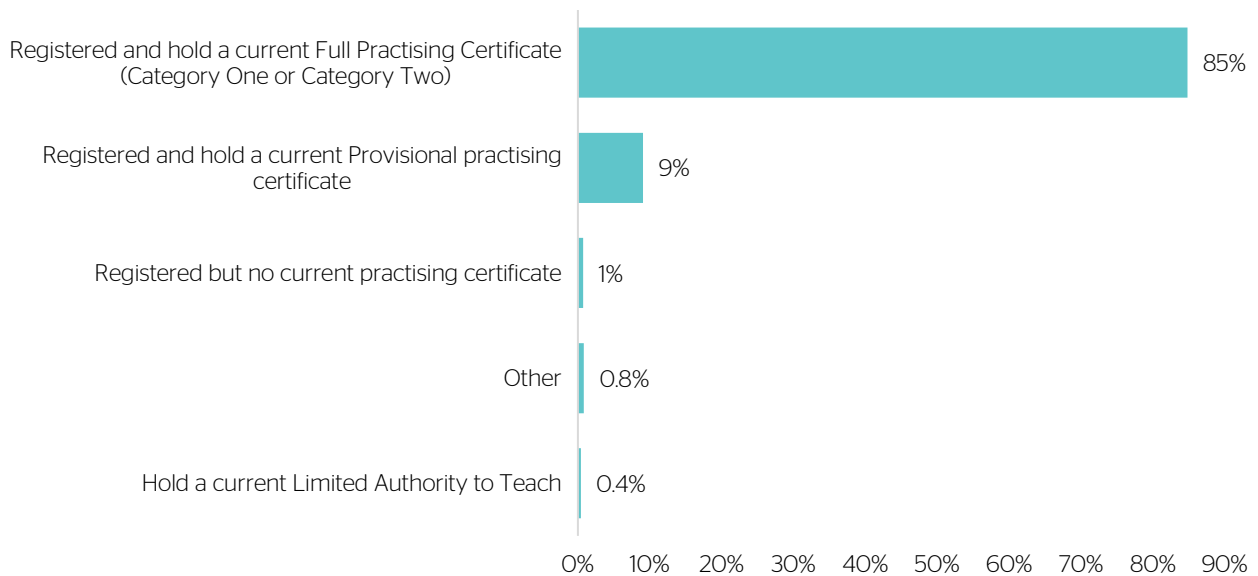


Table 6: Overview of submissions - Professional status

	Registered and hold a current Full Practising Certificate (Category One or Category Two)	Registered and hold a current Provisional practising certificate	Registered but no current practising certificate	Other	Hold a current Limited Authority to Teach
%	85%	9%	1%	0.8%	0.4%
N	5152	551	44	50	25

## Role

Figure 4 and Table 7 show submitters' roles.

Figure 4 : Overview of submissions - Role

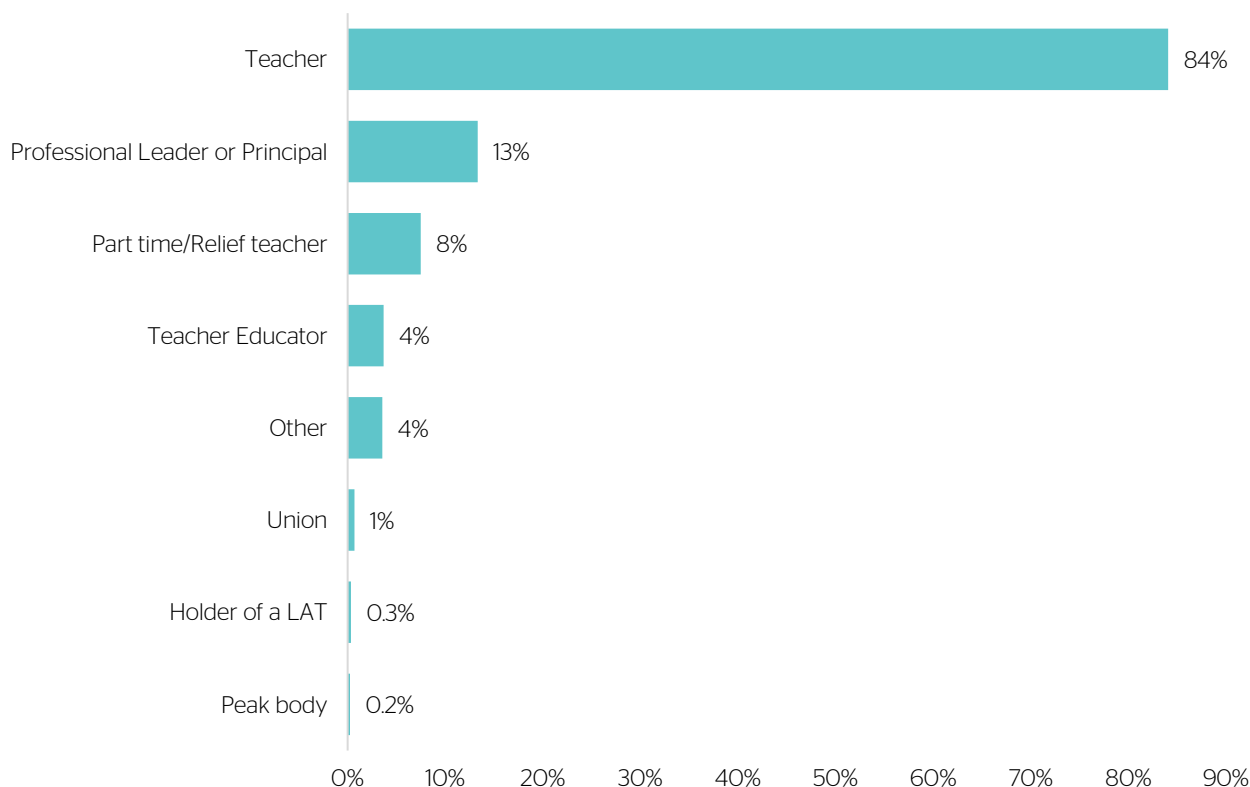


Table 7 : Overview of submissions - Role

	Teacher	Professional Leader or Principal	Part time/Relief teacher <sup>4</sup>	Teacher Educator	Other	Union	Holder of a LAT	Peak body
%	84%	13%	8%	4%	4%	1%	0.3%	0.2%
N	5109	809	456	224	216	42	21	15

<sup>4</sup> As there was no option for submitters to select Part time/Relief teacher as their role, these values were obtained by categorising submitters who commented on the affordability of the fees or levy for Part time/Relief teachers.

## Detailed analysis of feedback

This section of the report provides a detailed analysis of submissions received for each consultation question.

### (Q1) Do you agree with the cost assumptions set out in this proposal?

Figure 5 shows the level of agreement overall for the cost assumptions. Table 8 provides insight into the level of agreement by sector, Table 9 by professional status, Table 10 by role, and Table 11 by professional leader or principal.

3% (n=192) of submissions agreed with the cost assumptions, while 90% (n=5275) disagreed with them, and 6% (n=374) were unsure.

Figure 5 : (Q1) Do you agree with the cost assumptions set out in this proposal?

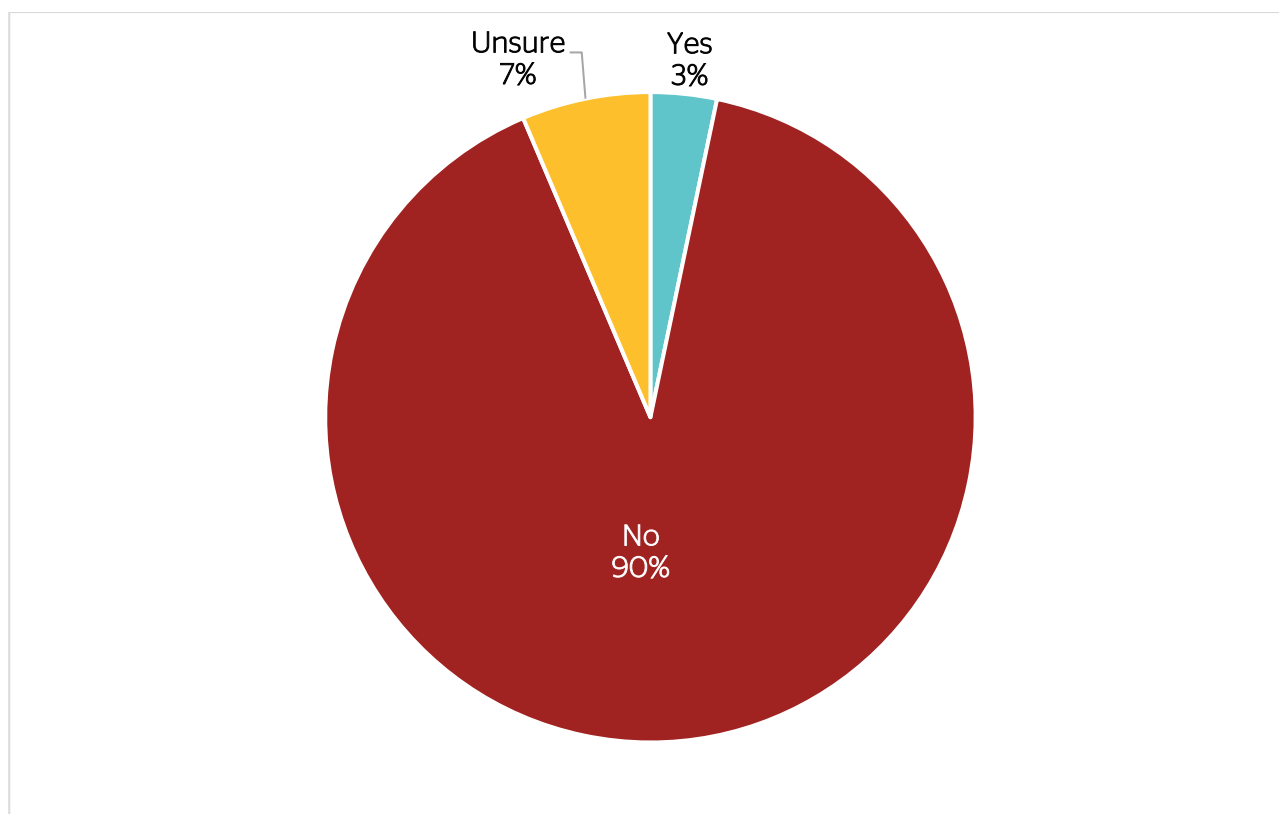


Table 8 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Sector

	Early Childhood education n = 1057	Māori Medium n = 86	English medium n = 635	Primary n = 2582	Intermediate n = 630	Secondary n = 1943	Tertiary n = 59	Other n = 152	Total n = 5841
Yes	4%	6%	5%	3%	4%	3%	14%	9%	3%
	45	5	29	87	24	62	8	13	192
No	88%	79%	86%	91%	88%	90%	64%	78%	90%
	933	68	547	2348	557	1753	38	119	5275
Unsure	7%	15%	9%	6%	8%	7%	22%	13%	6%
	79	13	59	147	49	128	13	20	374



Table 9 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Professional Status

	Registered but no current practising certificate n = 43	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 5136	Registered and hold a current Provisional practising certificate n = 549	Hold a current Limited Authority to Teach n = 25	Other n = 50	Total n = 5841
Yes	2% 1	3% 175	2% 12	8% 2	4% 2	3% 192
No	91% 39	90% 4631	92% 505	76% 19	84% 42	90% 5275
Unsure	7% 3	6% 330	6% 32	16% 4	12% 6	6% 374

Table 10 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Role

	Teacher n = 5059	Teacher Educator n = 224	Holder of a LAT n = 21	Professional Leader or Principal n = 797	Peak body n = 9	Union n = 41	Part time/Relief teacher n = 435	Other n = 212	Total n = 5841
Yes	3% 135	5% 11	10% 2	8% 60	44% 4	2% 1	3% 12	6% 13	3% 192
No	91% 4609	84% 189	71% 15	86% 685	56% 5	85% 35	87% 378	85% 180	90% 5275
Unsure	6% 315	11% 24	19% 4	7% 52	0% 0	12% 5	10% 45	9% 19	6% 374

Table 11 : (Q1) Do you agree with the cost assumptions set out in this proposal? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 229	Māori Medium n = 19	English medium n = 117	Primary n = 385	Intermediate n = 106	Secondary n = 164	Tertiary n = 5	Other n = 28	Total n = 797
Yes	6% 13	0% 0	8% 9	8% 32	4% 4	10% 16	0% 0	4% 1	8% 60
No	88% 201	84% 16	84% 98	86% 331	89% 94	80% 131	60% 3	86% 24	86% 685
Unsure	7% 15	16% 3	9% 10	6% 22	8% 8	10% 17	40% 2	11% 3	7% 52

"I recognise the need for an increase and the reasoning seems sound."

Agree costs have increased

Table 12 provides a summary of submitter comments on the cost assumptions.

The most common reasons for agreement were:

- Agree that the costs have increased (n=76)
- General support for cost assumptions (n=76)

The most common reasons for disagreement were:

- Widespread opposition to the cost assumptions (n=1039)
- Disagree with the calculation for the fee increase (n=56)

Other feedback included:

- The fee increase is too high (n=1527)
- Concern regarding the value that the Teaching Council provides (n=1118)
- Teachers are underpaid/undervalued (n=736)

Table 12 : (Q1) Do you agree with the cost assumptions set out in this proposal?

CATEGORY	THEME	FREQUENCY
FEE/LEVY AMOUNT		2260
	Fee increase too high	1527
	Opposed to levy	241
	Opposed to fee increase	203
	Fee/levy should recognise differences in salaries	100
	Revenue gathering	95
	Support smaller fee increase	54
	Opposed to late fees	17
	Support fee increase	16
	Inflation adjusted increase acceptable	6
TEACHING COUNCIL		2241
	Concern regarding value that the Council provides	1118
	Reduce mandatory functions, services/activities	420
	Improve transparency of Teaching Council's costs	332
	Reduce Teaching Council's costs	326
	Remove/disband Teaching Council	45
AFFORDABILITY		1883

CATEGORY	THEME	FREQUENCY
	Teachers are underpaid/undervalued	736
	Impact of high inflation on cost of living	352
	Teachers' salaries have not increased	310
	Part time/relief teachers earn less	139
	ECE teachers earn less	136
	New teachers earn less	88
	Teachers with families have higher costs	76
	Consider payment by instalments	27
	Auckland teachers have higher costs	19
COST ASSUMPTIONS - DISAGREE		1137
	Opposed to cost assumptions	1039
	Disagree with the calculation for fee increase	56
	Unsure of cost assumptions	32
	1 year LAT needed (retirement/maternity leave)	10
TEACHER RECRUITMENT/RETENTION		546
	Fee increase/levy will worsen teacher retention	237
	Fee increase/levy will worsen teacher shortage	161
	Concern with fee increases during pandemic	97
	Fee increase/levy will impact teacher wellbeing	51
TEACHING COUNCIL FUNDING		400
	Government should fund Teaching Council	196
	Teachers should not pay any fee/levy	103
	Employers should pay fees/levies	46
	Users pay for services used	28
	Seek alternative sources of funding	27
CONSULTATION		180

CATEGORY	THEME	FREQUENCY
	Not enough information	92
	Concerns regarding consultation	79
	Information too complex	6
COST ASSUMPTIONS - AGREE		152
	Support cost assumptions	76
	Agree costs have increased	76

"It gives me some assurance that it was carried out by Deloitte."

**Support cost assumptions**

"I recognise the shortfall that the council finds itself in. I don't however agree that the council should be funding PLD - which should bring that shortfall down. Our professional bodies (MENZA for me) provides the PLD I require and my school provides the rest. The council should also look at recouping costs related to disciplinary action from those that it is investigating."

**Opposed to cost assumptions**

"Current fees are 220.80 for three years full registration if we increase by 6% the current rate of inflation it would be around \$234.00 this is not accounting for any teacher pay increases which are not finalised yet. I cannot afford a big jump in fees."

**Disagree with the calculation for fee increase**

"As the government has frozen our pay at present and with me being a single mum working fulltime I find this a huge fee and levy to pay. Could this not start with a small fee and levy added and when our pay is "unfrozen" it can increase to about \$380.00 instead of this \$472 amount suggested."

**Support smaller increase**

"Every other industry that requires registration can write their fees off as a business expense/claim them back/their employer pays them. Teachers cannot. In a time of job uncertainty, inflating cost of living, without a dramatic pay increase, these fees are totally out of touch with the costs required to continue working as a teacher. I am currently not in a classroom because I do not agree with the amount of unpaid hours that go into the teaching profession. My registration expires this year. If these fees are approved I am even less likely to return to teaching, and I'm absolutely not going to be the only teacher you lose."

**Fee increase/levy will worsen teacher retention**

## (Q2) What do you think about the proposed increases to Teaching Council fees?

Table 13 provides a summary of what submitters thought about the proposed increases to Teaching Council fees.

Feedback regarding the proposed fee increases included:

- The fee increase is too high (n=3142)
- Concerns regarding the affordability of the fee increase (n=3915). This concern was underpinned by the feeling that teachers are underpaid/undervalued (n=1667), the impact of high inflation on the cost of living (n=694) and that teachers' salaries have not increased (n=562)
- Concern regarding the value that the Teaching Council provides (n=1888)

Table 13: (Q2) What do you think about the proposed increases to Teaching Council fees?

CATEGORY	THEME	FREQUENCY
FEE AMOUNT		6755
	Fee increase too high	3142
	Opposed to fee increase	2079
	Support smaller fee increase	332
	Support fee increase	267
	Revenue gathering	261
	Levy too high	247
	Fee/levy should recognise differences in salaries	170
	Opposed to levy	155
	Inflation adjusted increase acceptable	56
	Decrease fees	26
	Opposed to late fees	19
AFFORDABILITY		3915
	Teachers are underpaid/undervalued	1667
	Impact of high inflation on cost of living	694
	Teachers' salaries have not increased	562
	New teachers earn less	252
	ECE teachers earn less	249
	Part time/relief teachers earn less	173

CATEGORY	THEME	FREQUENCY
	Teachers with families have higher costs	138
	Consider payment by instalments	118
	Auckland teachers have higher costs	34
	LAT earn less	19
	Assistance needed in paying fees	9
TEACHING COUNCIL		3222
	Concern regarding value that the Council provides	1888
	Reduce mandatory functions, services/activities	510
	Improve transparency of Teaching Council's costs	396
	Reduce Teaching Council's costs	384
	Remove/disband Teaching Council	44
TEACHER RECRUITMENT/RETENTION		1417
	Fee increase/levy will worsen teacher retention	553
	Fee increase/levy will worsen teacher shortage	429
	Concern with fee increases during pandemic	257
	Fee increase/levy will impact teacher wellbeing	178
TEACHING COUNCIL FUNDING		555
	Government should fund Teaching Council	215
	Teachers should not pay any fee/levy	166
	Employers should pay fees/levies	89
	Seek alternative sources of funding	50
	Users pay for services used	35
CONSULTATION		166
	Not enough information	77
	Concerns regarding consultation	77
	Opposed to repeat consultation	5
	Further consultation needed	5

### **(Q3) What do you think about the proposal to impose a levy to cover the cost of some of the Council's mandatory functions?**

Table 14 provides a summary of what submitters thought about the proposal to impose a levy. The most common reasons for agreement were:

- The services funded are believed to be conducive to teacher engagement (n=9)

The most common reasons for disagreement were:

- The services funded by the levy were not consulted on and are unwanted (n=412)
- The levy is considered to be revenue gathering by the Teaching Council (n=368)

Other feedback included:

- Concern regarding the value that the Teaching Council provides (n=1027)
- The cost of the levy is too high (n=709)

Table 14 : (Q3) What do you think about the proposal to impose a levy to cover the cost of some of the Council's mandatory functions?

CATEGORY	THEME	FREQUENCY
LEVY - OPPOSE		2945
	General opposition	2086
	Services funded by levy not consulted on/wanted	412
	Revenue gathering	368
	Users pay for services used	79
TEACHING COUNCIL		2220
	Concern regarding value that the Council provides	1027
	Reduce mandatory functions, services/activities	516
	Reduce Teaching Council's costs	408
	Improve transparency of Teaching Council's costs	205
	Remove/disband Teaching Council	64
LEVY AMOUNT		941
	Levy too high	709
	Support smaller levy amount	166
	Levy should recognise differences in salaries	18
	Concerns regarding future levy increases	17
	Opposed to fee increase	11
	Inflation adjusted increase acceptable	8

CATEGORY	THEME	FREQUENCY
TEACHING COUNCIL FUNDING		885
	Government should fund Teaching Council	565
	Teachers should not pay any fee/levy	180
	Seek alternative sources of funding	111
	Employers should pay fees/levies	29
AFFORDABILITY		654
	Teachers are underpaid/undervalued	287
	Impact of high inflation on cost of living	134
	Teachers' salaries have not increased	96
	ECE teachers earn less	43
	Teachers with families have higher costs	26
	New teachers earn less	23
	Part time/relief teachers earn less	22
	Consider payment by instalments	19
CONSULTATION		305
	Not enough information	251
	More meaningful consultation with teachers	49
	Information too complex	5
LEVY - SUPPORT		241
	General support	232
	Services conducive to teacher engagement	9
TEACHER RECRUITMENT/RETENTION		225
	Fee increase/levy will worsen teacher retention	89
	Fee increase/levy will worsen teacher shortage	58
	Fee increase/levy will impact teacher wellbeing	46
	Concern with fee increases during pandemic	32



## (Q4) Are there other ways to allocate the fees?

Table 15 provides a summary of the other ways submitters thought the fees could be allocated.

Suggestions regarding other ways to allocate the fees included:

- The Government should fund the Teaching Council (n=638)
- Employers should pay the fees and levy (n=228)

Other feedback included:

- The Teaching Council should reduce its costs (n=485)
- The Teaching Council should reduce its mandatory functions, services/activities (n=280)

Table 15 : (Q4) Are there other ways to allocate the fees?

CATEGORY	THEME	FREQUENCY
FEE ALLOCATION		1906
	Government should fund Teaching Council	638
	Employers should pay fees/levies	228
	Teachers should not pay any fee/levy	177
	Fee/levy should recognise differences in salaries	148
	TC to explore options	145
	Optional fee/users pay for services used	133
	Teachers pay for registration and standards only	123
	Seek alternative sources of funding	87
	No other ways to allocate	53
	Part time/relief teachers should pay less	35
	Fully registered teachers should pay less	22
	Overseas teachers should pay more	18
	ECE should pay less	17
	All teachers should pay the same amount	17
	New teachers should pay less/should not pay	16
	Pay cost to work ratio for type of certificate	15
	Support allocation of fee	14
	Follow international practice	6
TEACHING COUNCIL		1383

CATEGORY	THEME	FREQUENCY
	Reduce Teaching Council's costs	485
	Reduce mandatory functions, services/activities	280
	Concern regarding value that the Council provides	248
	Remove/disband Teaching Council	119
	Improve efficiency of Teaching Council	109
	Improve transparency of Teaching Council's costs	79
	Funding should be distributed to schools/teachers	63
FEE AMOUNT		751
	Opposed to fee increase	249
	Support smaller fee increase	161
	Fee increase too high	115
	Opposed to levy	79
	Support fee increase	62
	Revenue gathering	38
	Increase renewal period	24
	Inflation adjusted increase acceptable	19
AFFORDABILITY		348
	Consider payment by instalments	158
	Teachers are underpaid/undervalued	107
	Impact of high inflation on cost of living	31
	Teachers' salaries have not increased	28
	ECE teachers earn less	11
	New teachers earn less	5
TEACHER RECRUITMENT/RETENTION		74
	Fee increase/levy will worsen teacher retention	36
	Fee increase/levy will worsen teacher shortage	16
	Fee increase/levy will impact teacher wellbeing	12

CATEGORY	THEME	FREQUENCY
	Concern with fee increases during pandemic	10
CONSULTATION		73
	Not enough information	21
	Concerns regarding consultation	20
	Further consultation needed	18
	Unsure what is being asked	13

"I think the council needs to do more to convince the government to top up the operational budget. If the government and ministry of ed want to have input into the curriculum, ncea, etc, then they should be contributing towards the teaching councils day to day running costs."

**Government should fund Teaching Council**

"Transfer some of the cost for teacher registration to the school or centres? Perhaps require centres to pay the teachers council \$100 annually for every qualified teacher they employ and use in their funding ratios. This would mean that they are contributing to the process of supporting registered teachers across the profession and committing to upholding the standards set out by the council in the code of ethics."

**Employers should pay fees/levies**

"No, I agree with the structure proposed."

**Support allocation of fee**

"People in different sectors need to pay different amounts according to their pay scale."

**Fee/levy should recognise differences in salaries**

"This needs to be means tested. Based on your sector. As an ECE teacher I earn a considerably less than primary and secondary teachers yet I have to pay the same amount? Not sure how that is fair"

**ECE teachers should pay less**

"If Teaching council could consider a membership, instead of registration fees (registration are life long, and renewed with membership) and members could access a range of developmental support and education chances, these can be charged with fees. The renewal of registration seems to be overlapped with the safety checking of the ECE centre and schools. This could also avoid the renewing process being a bit like a way of collecting fees and Levy."

**Optional fee/users pay for services used**

## (Q5) Are there other ways to allocate the levy?

Table 16 provides a summary of the other ways submitters thought the levy could be allocated.

Suggestions regarding other ways to allocate the levy included:

- The Government should fund the Teaching Council (n=483)
- Employers should pay the fees and levy (n=147)

Other feedback included:

- Opposition to the levy (n=496)
- The Teaching Council should reduce its costs (n=258)
- The Teaching Council should reduce its mandatory functions, services/activities (n=180)

Table 16 : (Q5) Are there other ways to allocate the levy?

CATEGORY	THEME	FREQUENCY
LEVY ALLOCATION		1313
	Government should fund Teaching Council	483
	Employers should pay fees/levies	147
	TC to explore options	138
	Optional levy/users pay for services used	125
	No other ways to allocate	121
	Teachers should not pay any fee/levy	79
	Seek alternative sources of funding	69
	Teachers pay for registration and standards only	59
	Fee/levy should recognise differences in salaries	38
	Part time/relief teachers should pay less	11
	Overseas teachers should pay more	8
	All teachers should pay the same amount	8
	Fully registered teachers should pay less	5
	Pay cost to work ratio for type of certificate	5
	New teachers should pay less/should not pay	5
TEACHING COUNCIL		793
	Reduce Teaching Council's costs	258
	Reduce mandatory functions, services/activities	180

CATEGORY	THEME	FREQUENCY
	Concern regarding value that the Council provides	146
	Improve transparency of Teaching Council's costs	65
	Improve efficiency of Teaching Council	63
	Remove/disband Teaching Council	56
	Funding should be distributed to schools/teachers	25
LEVY AMOUNT		782
	Opposed to levy	496
	Support smaller levy amount	81
	Levy too high	69
	Revenue gathering	42
	Include levy in fees	41
	Opposed to fee increase	38
	Increase renewal period	8
AFFORDABILITY		150
	Consider payment by instalments	59
	Teachers are underpaid/undervalued	53
	Impact of high inflation on cost of living	15
	Teachers' salaries have not increased	15
	ECE teachers earn less	6
CONSULTATION		84
	Not enough information	33
	Unsure what is being asked	23
	Concerns regarding consultation	15
	Further consultation needed	12
TEACHER RECRUITMENT/RETENTION		42
	Fee increase/levy will worsen teacher retention	16
	Fee increase/levy will worsen teacher shortage	13

CATEGORY	THEME	FREQUENCY
	Fee increase/levy will impact teacher wellbeing	8
	Concern with fee increases during pandemic	5

"I would go back to the Government and consult around re-commencing funding. Look at all of the money that is poured into other areas of public life. What you are asking for is a drop in the ocean for the government but significant for people on average wages with high living costs. The teaching profession would be behind you. This could be how you turn this around."

**Government should fund Teaching Council**

"Put the levy as annual and make ece centres accountable for them - they are the ones who benefit from the increased funding of having registered teachers. As a professional leader - I sign off on all of our teacher's registrations. It's a lot of work for me to keep their pgc up to date, hold meetings and do observations. Where is the support for this and what is the benefit of being in this role? Maybe that's something the teachers council should be responsible for."

**Employers should pay fees/levies**

"Possibly, but I do think the proposed split makes sense."

**Support levy allocation**

"Those requiring support etc for disciplinary matters should be paying if they breach standards. Those who have clean records should not."

**Optional/users pay for services used**

"Not really. This is the simplest."

**No other way to allocate**

"Do not charge the teachers. You can have fundraising events like many national organisations have to do across Aotearoa."

**Seek alternative sources of funding**

"The government should pay for anything that is not: \* registration \* police checks \* the process for complaints and discipline"

**Teachers pay for registration and standards only**

## **(Q6) What do you think about the proposal that fees and the levy are set for a three-year period?**

Table 17 provides a summary of what submitters thought about the proposal that the fees and the levy be set for a three-year period.

The most common reason for agreement was:

- A three-year period reduces administration and stress for both parties (n=350)

The most common reasons for disagreement were:

- Preference for the fees and levy to be set for 4 or 5 years (n=193)
- To increase the renewal period for the same fee and levy amount (n=99)
- Set the fee and levy annually (n=87)

Other feedback included:

- The levy is too high (n=662)
- The fee increase is too high (n=542)

Table 17: (Q6) What do you think about the proposal that fees and the levy are set for a three-year period?

CATEGORY	THEME	FREQUENCY
THREE-YEAR PERIOD - AGREE		2801
	General support	2451
	Reduces administration/stress for both parties	350
FEE/LEVY AMOUNT		2212
	Levy too high	662
	Fee increase too high	542
	Concerned with cost (not period)	368
	Opposed to levy	210
	Opposed to fee increase	170
	Concerned with potential increase post three-year	148
	Revenue gathering	57
	Support smaller fee increase	28
	Fee/levy should recognise differences in salaries	15
	Inflation adjusted increase acceptable	9
THREE-YEAR PERIOD - DISAGREE		856
	General opposition	223

CATEGORY	THEME	FREQUENCY
	Set fee/levy for four to five-year period	193
	Increase renewal period for the same fee/levy	99
	Set fee/levy annually	87
	Increase period (without suggested time-frame)	81
	Renewal period should be flexible	79
	Life-long/no renewal	38
	Set fee/levy for six to ten-year period	34
	Oppose the addition of yearly inflation	13
	Set fee/levy for two-year period	9
AFFORDABILITY		520
	Consider payment by instalments	184
	Teachers are underpaid/undervalued	135
	Teachers' salaries have not increased	75
	Impact of high inflation on cost of living	54
	Teachers with families have higher costs	23
	New teachers earn less	21
	Part time/relief teachers earn less	12
	ECE teachers earn less	8
	Auckland teachers have higher costs	8
TEACHING COUNCIL		297
	Concern regarding value that the Council provides	181
	Reduce Teaching Council's costs	51
	Improve transparency of Teaching Council's costs	30
	Remove/disband Teaching Council	18
	Reduce mandatory functions, services/activities	17
TEACHING COUNCIL FUNDING		151
	Teachers should not pay any fee/levy	93



CATEGORY	THEME	FREQUENCY
	Government should fund Teaching Council	32
	Employers should pay fees/levies	14
	Users pay for services used	9
TEACHER RECRUITMENT/RETENTION		125
	Fee increase/levy will worsen teacher retention	60
	Fee increase/levy will worsen teacher shortage	28
	Fee increase/levy will impact teacher wellbeing	22
	Concern with fee increases during pandemic	15
CONSULTATION		81
	Concerns regarding consultation	45
	Not enough information	26
	Further consultation needed	6

“A three year period is OK as any longer could be detrimental to the profession and it keeps teachers accountable as they need to be signed off.”

**Three year period – Agree/General support**

“I think going through the practicing Certificate process once every 3 years is a great idea. It saves adding another task to the yearly workload. However, I support a way for the fees to come out as more regular small payments.”

**Reduces administration/stress for both parties**

“A five year period would be better. This would allow teachers who may have taken time off to return to the profession, which would help alleviate shortages. It would also help bolster the relief teacher pool as well because retired teachers could come in for casual relief for longer. Women who choose to take time off to raise their children may also be more likely to return to teaching if the period between registrations lapsing was longer.”

**Set fee/levy for four to five-year period**

“I agree with a 3 year registration process, but if you want to put up the fees, an alternative would be to increase the fees but make registration every 5 years.”

**Increase renewal period for same fee/levy**

## (Q7) Is there another period that would be better for the fees and the levy?

Table 18 provides a summary of the other periods that submitters thought would be better for setting the fees and levy.

Suggested periods that would be better for setting the fees and levy included:

- Four to five-years (n=649)
- An increased renewal period for the same fee/levy (n=168)
- Set fees and levy annually (n=154)

Other feedback included

- Agreement with the three-year period (n=980), mainly because there was no other period preferred (n=623)

Table 18 : (Q7) Is there another period that would be better for the fees and the levy?

CATEGORY	THEME	FREQUENCY
ANOTHER PERIOD PREFERRED		1445
	Set fee/levy for four to five-year period	649
	Increase renewal period for the same fee/levy	168
	Set fee/levy annually	154
	Life-long/no renewal	125
	Set fee/levy for six to ten-year period	118
	Renewal period should be flexible	81
	Increase period (without suggested time-frame)	40
	Set fee/levy for two-year period	37
	Support status quo	32
	General opposition	21
	Renewal period increases with time of service	10
THREE-YEAR PERIOD - AGREE		980
	No other period preferred	623
	Support fee/levy set for three-years	306
	3 years or longer reduces administration/costs	51
FEE/LEVY AMOUNT		516
	Opposed to levy	125

CATEGORY	THEME	FREQUENCY
	Opposed to fee increase	94
	Concerned with cost (not period)	92
	Fee increase too high	87
	Levy too high	83
	Support smaller fee increase	17
	Inflation adjusted increase acceptable	9
	Fee/levy should recognise differences in salaries	6
AFFORDABILITY		228
	Consider payment by instalments	144
	Teachers' salaries have not increased	25
	Impact of high inflation on cost of living	18
	Teachers are underpaid/undervalued	18
	ECE teachers earn less	10
	New teachers earn less	5
TEACHING COUNCIL FUNDING		149
	Teachers should not pay any fee/levy	92
	Government should fund Teaching Council	38
	Employers should pay fees/levies	12
	Users pay for services used	5
TEACHING COUNCIL		133
	Concern regarding value that the Council provides	55
	Reduce Teaching Council's costs	39
	Remove/disband Teaching Council	22
	Improve transparency of Teaching Council's costs	11
	Reduce mandatory functions, services/activities	6
TEACHER RECRUITMENT/RETENTION		48
	Concern with fee increases during pandemic	23

CATEGORY	THEME	FREQUENCY
	Fee increase/levy will worsen teacher retention	11
	Fee increase/levy will worsen teacher shortage	7
	Fee increase/levy will impact teacher wellbeing	7
CONSULTATION		22
	Concerns regarding consultation	11
	Not enough information	6

"Yes, 5 year fee. Most of us are in the profession for the long haul as we love teaching. We hate all this administrative stuff that takes our time away from the children we teach. A longer term period is much more suitable."

**Set fee/levy for five-year period**

"You could make our practicing certificates last 5 years for the same amount of money. It would save processing costs your end, and save teachers money also."

**Increase renewal period for same fee/levy**

"I think annually is more effective for teachers to budget etc, but it can only be made possible to happen annually if the processing times are reduced considerably."

**Set fee/levy annually**

"Permanent registration. If the teacher is being paid by the Ministry of Education, keep the teacher registered. If misconduct or competency is in question then act."

**Life-long/ no renewal**

"No - no other period at all is needed."

**No other period preferred**

"It would be helpful to pay annually but relicense every 3 years."

**Support fee/levy for three-years**

"For those of us that have proven to meet the standards required for a number of 3 year periods, perhaps we could renew every 5 years? This would decrease the administrative load, and mean that those of us with proven track records of exemplary conduct and competence would not be paying over 40% of our costs to cover those who aren't."

**3 years or longer reduces administration/costs**

## **(Q8) What do you think about the proposal to allocate the levy equitably across practising certificate types and LATs?**

Table 19 provides a summary of submitter thoughts regarding the proposal to allocate the levy equitably across practising certificate types and LATs?

The most common reasons for agreeing with the proposal were:

- To allocate the levy equitably by recognising the differences in salaries (n=263)
- Allowing LATs to pay less (n=218)

The most common reasons for disagreement were:

- All teachers should pay the same amount (n=211)
- Overseas teachers should pay the same amount (n=6)

Other feedback included:

- Opposition to the levy (n=351)
- Levy is too high (n=192)

Table 19 : (Q8) What do you think about the proposal to allocate the levy equitably across practising certificate types and LATs?

<b>CATEGORY</b>	<b>THEME</b>	<b>FREQUENCY</b>
ALLOCATE EQUITABLY - AGREE		1782
	General support	586
	Levy should recognise differences in salaries	263
	LAT should pay less	218
	New teachers should pay less/should not pay	185
	Levy and proposed allocation unfair/inequitable	126
	Part time/relief teachers should pay less	115
	Pay cost to work ratio for type of certificate	64
	Agree, fee should be equitable	52
	Fully registered teachers should pay less	45
	ECE teachers should pay less	36
	Users pay for services used	31
	LAT should pay more	30
	Overseas teachers should pay more	16
	New teachers should pay more	9
	Returning teachers should pay less	6

CATEGORY	THEME	FREQUENCY
LEVY AMOUNT		689
	Opposed to levy	351
	Levy too high	192
	Opposed to fee increase	61
	Support smaller levy amount	52
	Revenue gathering	30
ALLOCATE EQUITABLY - DISAGREE		466
	General opposition	239
	All teachers should pay the same amount	211
	Overseas teachers should pay the same	6
AFFORDABILITY		423
	LAT earn less	118
	New teachers earn less	114
	Part time/relief teachers earn less	57
	Teachers are underpaid/undervalued	54
	ECE teachers earn less	39
	Impact of high inflation on cost of living	15
	Teachers' salaries have not increased	14
	Teachers with families have higher costs	5
	Auckland teachers have higher costs	5
TEACHER RECRUITMENT/RETENTION		180
	Fee increase/levy will worsen teacher retention	94
	Fee increase/levy will worsen teacher shortage	73
	Concern with fee increases during pandemic	8
	Fee increase/levy will impact teacher wellbeing	5
TEACHING COUNCIL		180
	Concern regarding value that the Council provides	86

CATEGORY	THEME	FREQUENCY
	Reduce Teaching Council's costs	35
	Remove/disband Teaching Council	23
	Reduce mandatory functions, services/activities	19
	Improve transparency of Teaching Council's costs	17
TEACHING COUNCIL FUNDING		151
	Teachers should not pay any fee/levy	70
	Government should fund Teaching Council	52
	Employers should pay fees/levies	18
	Seek alternative sources of funding	11
CONSULTATION		77
	Not enough information	35
	Concerns regarding consultation	32
	Information too complex	10

"I feel the cost would be better paired with income amount or whether teachers are full time/part time"

**Levy should recognise differences in salaries**

"I don't agree. Quite often, individuals who teach on LATs are only teaching because there are not enough teachers with the specific skills required to fit a job. Additionally, individuals on LATs earn less and often work fewer hours than full-time teachers."

**LAT should pay less**

"No, beginning teachers need to have lower fees their salary doesn't support the costs."

**New teachers should pay less**

"A teacher is a teacher - we should all contribute equally given we all have equal access to the services"

**All teachers should pay the same amount**

**(Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications?**

Figure 6 shows submitters' agreement level for overseas teachers paying more for their registration and Provisional practising certificate. Table 20 provides insight into the level of agreement by sector, Table 21 by professional status, Table 22 by role, and Table 23 by professional leader or principal.

46% (n=2552) of submitters agreed with the proposal that overseas teachers should pay more, while 37% (n=2077) disagreed, and 17% (n=929) were unsure.

Figure 6 : (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications?

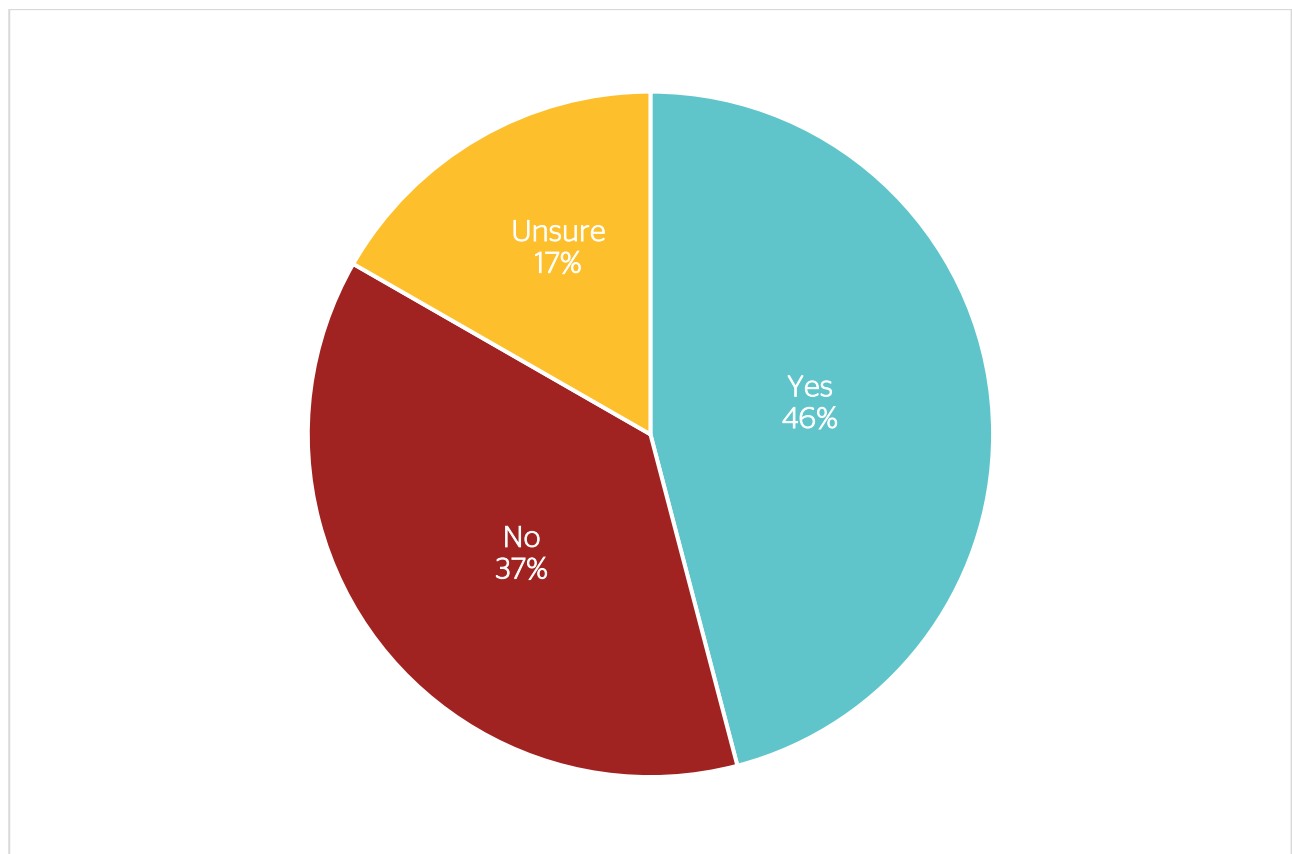


Table 20 : (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications? By Sector

	Early Childhood education n = 992	Māori Medium n = 80	English medium n = 595	Primary n = 2454	Intermediate n = 602	Secondary n = 1866	Tertiary n = 59	Other n = 143	Total n = 5558
Yes	52%	45%	51%	48%	48%	41%	59%	51%	46%
	519	36	301	1178	289	772	35	73	2552
No	28%	33%	33%	36%	36%	43%	31%	30%	37%
	276	26	198	881	219	805	18	43	2077
Unsure	20%	23%	16%	16%	16%	15%	10%	19%	17%
	197	18	96	395	94	289	6	27	929



Table 21: (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications? By Professional Status

	Registered but no current practising certificate n = 41	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4882	Registered and hold a current Provisional practising certificate n = 531	Hold a current Limited Authority to Teach n = 25	Other n = 47	Total n = 5558
Yes	39% 16	47% 2300	37% 194	48% 12	40% 19	46% 2552
No	44% 18	36% 1778	45% 239	36% 9	34% 16	37% 2077
Unsure	17% 7	16% 804	18% 98	16% 4	26% 12	17% 929

Table 22: (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications? By Role

	Teacher n = 4812	Teacher Educator n = 211	Holder of a LAT n = 20	Professional Leader or Principal n = 768	Peak body n = 8	Union n = 39	Part time/Relief teacher n = 419	Other n = 209	Total n = 5558
Yes	45% 2156	47% 99	45% 9	54% 414	50% 4	44% 17	54% 228	47% 98	46% 2552
No	38% 1834	36% 75	35% 7	30% 233	38% 3	44% 17	25% 105	33% 70	37% 2077
Unsure	17% 822	18% 37	20% 4	16% 121	13% 1	13% 5	21% 86	20% 41	17% 929

Table 23: (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 219	Māori Medium n = 17	English medium n = 109	Primary n = 372	Intermediate n = 103	Secondary n = 157	Tertiary n = 5	Other n = 26	Total n = 768
Yes	59% 129	41% 7	60% 65	57% 211	57% 59	41% 64	60% 3	58% 15	54% 414
No	25% 54	24% 4	27% 29	29% 109	26% 27	43% 67	20% 1	27% 7	30% 233
Unsure	16% 36	35% 6	14% 15	14% 52	17% 17	17% 26	20% 1	15% 4	16% 121

Table 24 provides a summary of submitter comments on whether overseas teachers should pay a higher fee for registration and their first Provisional practising certificate.

The most common reasons for agreement were:

- To cover the extra work required (n=296)

- Initially, with local/reduced fees for renewal (n=71)

The most common reasons for disagreement were:

- Charging a higher fee/levy will worsen the teacher shortage (n=707)
- All teachers should pay the same (n=123)
- Additional work done by other bodies (policy/NZQA) (n=102)

Other feedback included:

- Support needed for overseas teachers (n=58)
- The fee increase is too high (n=59)

Table 24 : (Q9) Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications?

CATEGORY	THEME	FREQUENCY
OS TEACHERS SHOULD PAY SAME		1392
	Higher fee/levy will worsen teacher shortage	707
	General opposition	179
	All teachers should pay the same amount	123
	Additional work done by other bodies (police/NZQA)	102
	Work required does not justify additional cost	93
	High cost of immigration	89
	Proposal seen as racist/xenophobic/unfair	59
	Overseas teachers earn less/cannot afford payment	23
	Other countries do not charge fee	11
	Registration should be once-off	6
OS TEACHERS SHOULD PAY MORE		630
	Fee should cover extra work required	296
	General support	238
	Initially, with local/reduced fees for renewal	71
	Yes, but this will deter overseas teachers	25
TEACHING COUNCIL		156
	Support needed for overseas teachers	58
	Concern regarding value that the Council provides	48
	Improve transparency of Teaching Council's costs	19

CATEGORY	THEME	FREQUENCY
	Remove/disband Teaching Council	12
	Reduce Teaching Council's costs	11
	Reduce mandatory functions, services/activities	6
FEE AMOUNT		126
	Fee increase too high	59
	Revenue gathering	23
	Opposed to fee increase	19
	Opposed to levy	15
	Support smaller fee increase	6
TEACHING COUNCIL FUNDING		105
	Government should fund Teaching Council	55
	Teachers should not pay any fee/levy	23
	Employers should pay fees/levies	16
	Users pay for services used	6
	Seek alternative sources of funding	5
CONSULTATION		85
	Not enough information	82
AFFORDABILITY		72
	Teachers are underpaid/undervalued	37
	New teachers earn less	19
	Impact of high inflation on cost of living	10
TEACHER RECRUITMENT/RETENTION		41
	Encourage more locals into the profession	37

"We need more teachers, charging a higher fee for overseas educators would turn more people away from teaching in NZ."

Higher fee/levy will worsen teacher shortage

**(Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications?**

Figure 7 shows the level of agreement for the proposal that Provisional certified teachers should pay a higher fee when applying for a Full practising certificate. Table 25 provides insight into the level of agreement by sector, Table 26 by professional status, Table 27 by role, and Table 28 by professional leader or principal.

14% (n=785) of submitters agreed with the proposal that full (Category Two) certified teachers should pay a higher fee, while 72% (n=3969) opposed and 13% (n=740) were unsure.

Figure 7 : (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications?

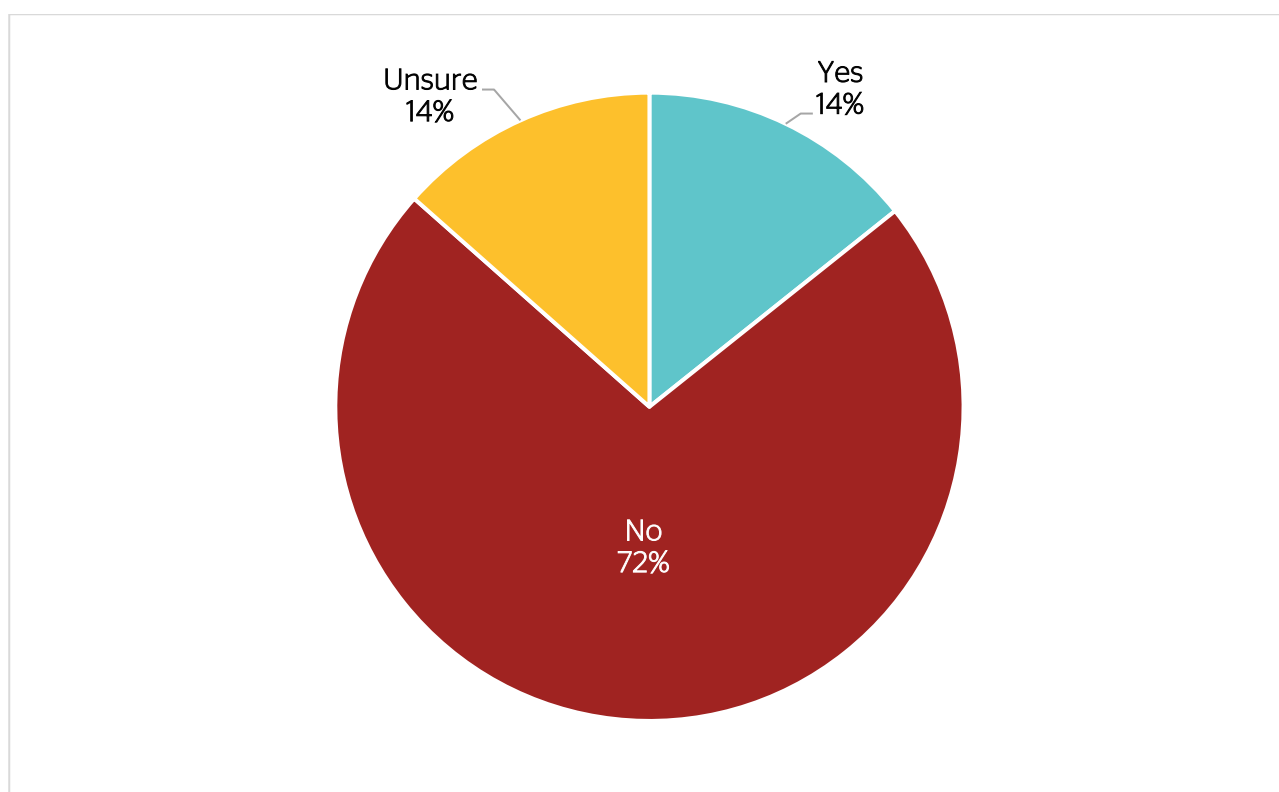


Table 25 : (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications? By Sector

	Early Childhood education n = 981	Māori Medium n = 82	English medium n = 601	Primary n = 2431	Intermediate n = 593	Secondary n = 1842	Tertiary n = 58	Other n = 138	Total n = 5494
Yes	20%	9%	16%	13%	16%	13%	22%	28%	14%
	200	7	96	325	93	238	13	38	785
No	64%	78%	70%	74%	73%	74%	62%	54%	72%
	624	64	419	1795	430	1361	36	75	3969
Unsure	16%	13%	14%	13%	12%	13%	16%	18%	13%
	157	11	86	311	70	243	9	25	740

Table 26 : (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications? By Professional Status

	Registered but no current practising certificate n = 39	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4834	Registered and hold a current Provisional practising certificate n = 520	Hold a current Limited Authority to Teach n = 25	Other n = 46	Total n = 5494
Yes	13% 5	15% 726	7% 37	24% 6	7% 3	14% 785
No	79% 31	71% 3440	83% 429	52% 13	72% 33	72% 3969
Unsure	8% 3	14% 668	10% 54	24% 6	22% 10	13% 740

Table 27 : (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications? By Role

	Teacher n = 4757	Teacher Educator n = 205	Holder of a LAT n = 20	Professional Leader or Principal n = 765	Peak body n = 7	Union n = 39	Part time/Relief teacher n = 417	Other n = 205	Total n = 5494
Yes	13% 641	14% 29	15% 3	20% 150	14% 1	8% 3	14% 60	17% 34	14% 785
No	73% 3481	63% 130	55% 11	68% 520	57% 4	85% 33	68% 283	66% 135	72% 3969
Unsure	13% 635	22% 46	30% 6	12% 95	29% 2	8% 3	18% 74	18% 36	13% 740

Table 28 : (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 218	Māori Medium n = 18	English medium n = 112	Primary n = 369	Intermediate n = 102	Secondary n = 159	Tertiary n = 4	Other n = 26	Total n = 765
Yes	24% 53	11% 2	21% 23	20% 75	20% 20	15% 24	0% 0	35% 9	20% 150
No	59% 129	78% 14	71% 79	70% 257	70% 71	74% 117	50% 2	58% 15	68% 520
Unsure	17% 36	11% 2	9% 10	10% 37	11% 11	11% 18	50% 2	8% 2	12% 95

Table 29 provides a summary of submitter feedback on whether Provisional certified teachers should pay a higher fee when applying for a Full practising certificate.

The most common reasons for agreement were:

- The fee should cover extra work required (n=105)

- Agree, but the additional charge should be minor (n=44)

The most common reasons for disagreement were:

- Because the work required by the Teaching Council does not justify the additional cost (n=473)
- Charging a higher fee/levy will worsen the teacher shortage (n=419)
- Category Two teachers earn less (n=356)

Other feedback included:

- Improving the transparency of Teaching Council's costs (n=459)
- Concern regarding the value that the Teaching Council provides (n=357)

Table 29: (Q10) Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications?

CATEGORY	THEME	FREQUENCY
CAT TWO SHOULD NOT PAY MORE		2133
	Work required does not justify additional cost	473
	Higher fee/levy will worsen teacher shortage	419
	Category two teachers earn less	356
	General opposition	327
	Additional work done by other parties (employer)	322
	All teachers should pay the same amount	142
	Category two have student loans/wait for first pay	58
	Category two teachers should pay less/not at all	26
	Registration should be once-off	10
TEACHING COUNCIL		943
	Improve transparency of Teaching Council's costs	459
	Concern regarding value that the Council provides	357
	Support needed for category two teachers	73
	Reduce Teaching Council's costs	23
	Reduce mandatory functions, services/activities	18
	Applications are not user friendly	13
CONSULTATION		380
	Not enough information	369

CATEGORY	THEME	FREQUENCY
	Concerns regarding consultation	8
CAT TWO SHOULD PAY MORE		237
	Fee should cover extra work required	105
	General support	79
	Additional charge should be minor	44
	If they are overseas teachers	8
AFFORDABILITY		154
	New teachers earn less	81
	Teachers are underpaid/undervalued	24
	Impact of high inflation on cost of living	15
	ECE teachers earn less	8
	Teachers with families have higher costs	7
	Teachers' salaries have not increased	6
	Consider payment by instalments	5
FEE AMOUNT		125
	Fee increase too high	93
	Opposed to fee increase	24
TEACHING COUNCIL FUNDING		94
	Government should fund Teaching Council	40
	Teachers should not pay any fee/levy	22
	Users pay for services used	17
	Employers should pay fees/levies	12
TEACHER RECRUITMENT/RETENTION		10
	Fee increase/levy will impact teacher wellbeing	9

“Fees should reflect the mahi involved. It is a one off fee.”

Fee should cover extra work required

## (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers?

Figure 8 shows the level of agreement for the proposal that holders of a LAT pay the same levy as registered teachers. Table 30 provides insight into the level of agreement by sector, Table 31 by professional status, Table 32 by role, and Table 33 by professional leader or principal.

27% (n=1462) of submitters agreed with the proposal that holders of a LAT should pay the same levy as registered teachers, while 42% (n=2234) disagreed and 31% (n=1624) were unsure.

Figure 8 : (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers?

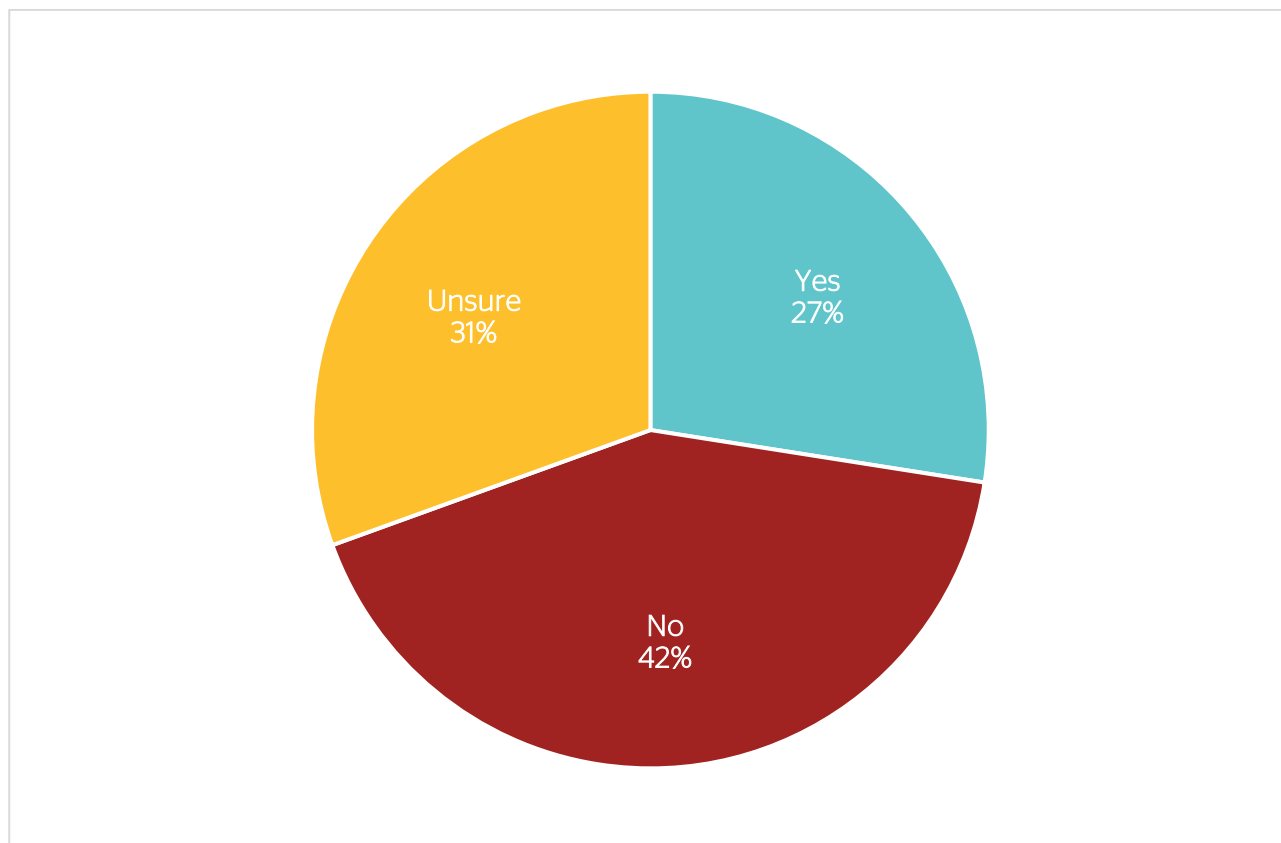


Table 30 : (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers? By Sector

	Early Childhood education n = 954	Māori Medium n = 81	English medium n = 582	Primary n = 2366	Intermediate n = 590	Secondary n = 1812	Tertiary n = 57	Other n = 139	Total n = 5320
Yes	30%	23%	31%	27%	24%	28%	32%	25%	27%
	289	19	182	633	143	513	18	35	1462
No	26%	52%	42%	42%	48%	49%	47%	45%	42%
	247	42	247	1001	283	885	27	62	2234
Unsure	44%	25%	26%	31%	28%	23%	21%	30%	31%
	418	20	153	732	164	414	12	42	1624



Table 31: (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers? By Professional Status

	Registered but no current practising certificate n = 38	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4686	Registered and hold a current Provisional practising certificate n = 502	Hold a current Limited Authority to Teach n = 24	Other n = 43	Total n = 5320
Yes	26% 10	28% 1330	20% 100	8% 2	26% 11	27% 1462
No	42% 16	42% 1953	44% 219	79% 19	33% 14	42% 2234
Unsure	32% 12	30% 1403	36% 183	13% 3	42% 18	31% 1624

Table 32: (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers? By Role

	Teacher n = 4644	Teacher Educator n = 202	Holder of a LAT n = 20	Professional Leader or Principal n = 756	Peak body n = 7	Union n = 39	Part time/Relief teacher n = 407	Other n = 198	Total n = 5320
Yes	27% 1251	28% 57	20% 4	32% 240	29% 2	33% 13	17% 68	22% 43	27% 1462
No	41% 1926	46% 93	70% 14	43% 322	43% 3	51% 20	52% 210	42% 84	42% 2234
Unsure	32% 1467	26% 52	10% 2	26% 194	29% 2	15% 6	32% 129	36% 71	31% 1624

Table 33: (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 213	Māori Medium n = 17	English medium n = 111	Primary n = 366	Intermediate n = 103	Secondary n = 158	Tertiary n = 4	Other n = 26	Total n = 756
Yes	39% 83	18% 3	31% 34	28% 102	28% 29	35% 56	75% 3	31% 8	32% 240
No	21% 44	53% 9	54% 60	51% 186	53% 55	49% 78	25% 1	58% 15	43% 322
Unsure	40% 86	29% 5	15% 17	21% 78	18% 19	15% 24	0% 0	12% 3	26% 194

“There is no difference in the allocation of resources to different teacher types hence appropriate that the levy is the same.”

Allocation of resources is the same

Table 34 provides a summary of feedback from submitters on the proposal that holders of a LAT should pay the same levy as registered teachers.

The most common reasons for agreement were:

- The allocation of resources is the same (n=24)
- Charging the same would be an incentive for holders of a LAT to get qualified (n=14)

The most common reasons for disagreement were:

- LAT employment/pay differs from teachers (n=336)
- It would discourage holders of a LAT from registering (n=126)

Other feedback included:

- Opposition to the levy (n=67)
- The consultation document does not provide enough information (n=55)

Table 34: (Q11) Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers?

CATEGORY	THEME	FREQUENCY
LAT PAY SAME LEVY - DISAGREE		856
	LAT employment/pay differs from teachers	336
	Will discourage LAT registration	126
	General opposition	81
	LAT should pay less	75
	LAT work for shorter time period	71
	Levy should recognise differences in salaries	50
	LAT are not registered teachers	47
	LAT should pay more	38
	LAT receive less benefits than teachers	21
	LAT should not pay levy	11
LAT PAY SAME LEVY - AGREE		164
	General support	124
	Allocation of resources is the same	24
	Incentive to get qualified	14
FEE AMOUNT		120
	Opposed to levy	67
	Support smaller levy amount	18

CATEGORY	THEME	FREQUENCY
	Opposed to fee increase	16
	Fee increase too high	9
	Revenue gathering	8
CONSULTATION		72
	Not enough information	55
	Concerns regarding consultation	15
TEACHING COUNCIL FUNDING		63
	Teachers should not pay any fee/levy	37
	Government should fund Teaching Council	18
	Employers should pay fees/levies	7
TEACHING COUNCIL		52
	Concern regarding value that the Council provides	24
	Remove/disband Teaching Council	12
	Reduce mandatory functions, services/activities	6
	Improve transparency of Teaching Council's costs	5
AFFORDABILITY		22
	Impact of high inflation on cost of living	9
TEACHER RECRUITMENT/RETENTION		22
	Fee increase/levy will worsen teacher shortage	15
	Fee increase/levy will worsen teacher retention	6

“They do not earn the same amount and are often desperately required by the school”

**LAT employment/pay differs from teachers**

“Most LATs are in positions because the schools are desperate to get someone in the classroom. I don't see how this would make the position any more attractive.”

**Will discourage LAT registration**

**(Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100?**

Figure 9 shows the level of agreement for the proposal that the late fee for teachers is increased from \$50 to \$100. Table 35 provides insight into the level of agreement by sector, Table 36 by professional status, Table 37 by role, and Table 38 by professional leader or principal.

18% (n=1005) of submitters agreed with the proposal that late fees should increase from \$50 to \$100, while 75% (n=4168) disagreed, and 7% (n=360) were unsure.

Figure 9: (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100?

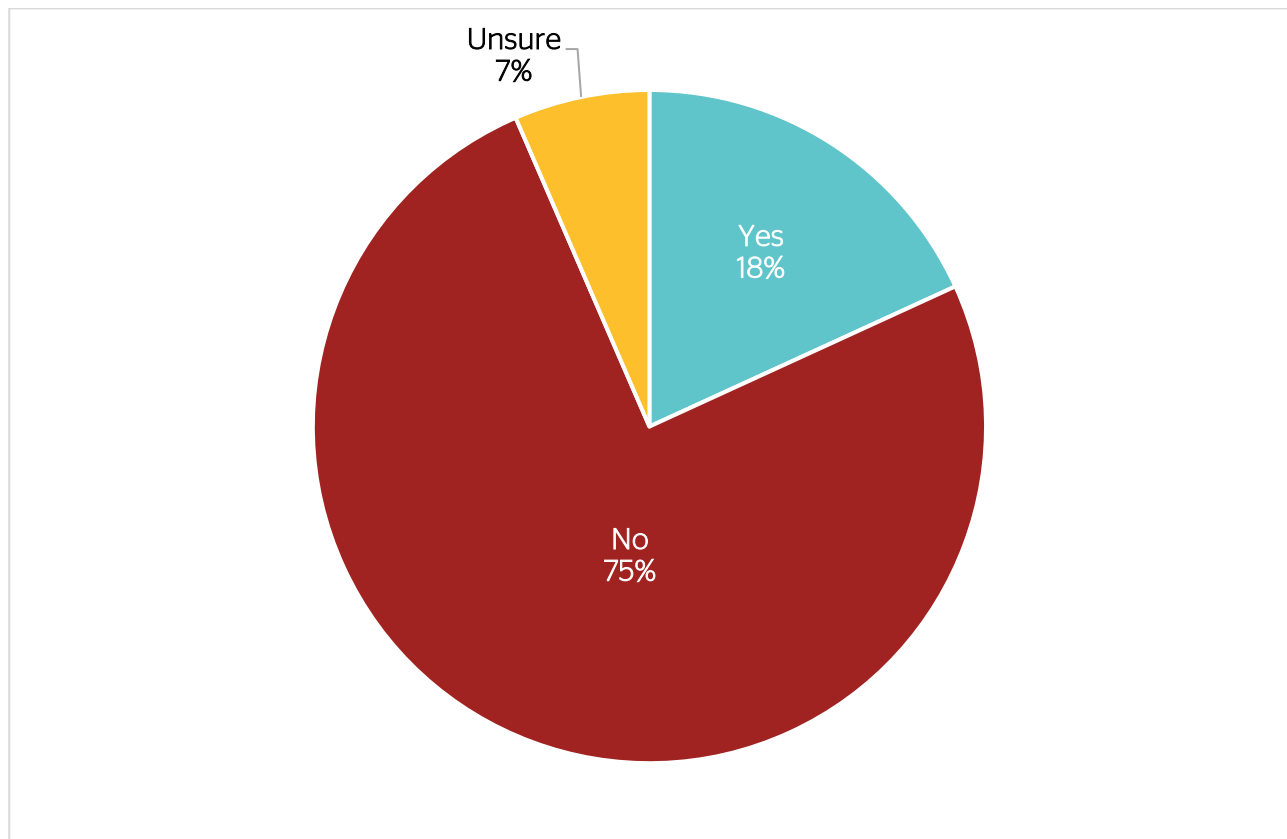


Table 35: (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100? By Sector

	Early Childhood education n = 983	Māori Medium n = 81	English medium n = 598	Primary n = 2441	Intermediate n = 598	Secondary n = 1860	Tertiary n = 57	Other n = 143	Total n = 5533
Yes	27% 263	17% 14	19% 112	17% 413	20% 117	16% 298	32% 18	25% 36	18% 1005
No	67% 656	78% 63	74% 443	77% 1882	72% 430	76% 1419	65% 37	69% 98	75% 4168
Unsure	7% 64	5% 4	7% 43	6% 146	9% 51	8% 143	4% 2	6% 9	7% 360

Table 36 : (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100? By Professional Status

	Registered but no current practising certificate n = 40	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4869	Registered and hold a current Provisional practising certificate n = 523	Hold a current Limited Authority to Teach n = 25	Other n = 45	Total n = 5533
Yes	10% 4	19% 920	13% 67	12% 3	16% 7	18% 1005
No	88% 35	75% 3633	80% 421	60% 15	80% 36	75% 4168
Unsure	3% 1	6% 316	7% 35	28% 7	4% 2	7% 360

Table 37 : (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100? By Role

	Teacher n = 4787	Teacher Educator n = 204	Holder of a LAT n = 20	Professional Leader or Principal n = 766	Peak body n = 7	Union n = 40	Part time/Relief teacher n = 418	Other n = 207	Total n = 5533
Yes	16% 777	20% 40	25% 5	30% 228	29% 2	23% 9	23% 95	20% 42	18% 1005
No	77% 3680	77% 157	50% 10	65% 500	71% 5	73% 29	68% 284	71% 147	75% 4168
Unsure	7% 330	3% 7	25% 5	5% 38	0% 0	5% 2	9% 39	9% 18	7% 360

Table 38 : (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 217	Māori Medium n = 17	English medium n = 110	Primary n = 371	Intermediate n = 103	Secondary n = 158	Tertiary n = 4	Other n = 27	Total n = 766
Yes	39% 84	18% 3	29% 32	27% 102	26% 27	25% 40	50% 2	30% 8	30% 228
No	56% 121	76% 13	65% 71	68% 253	66% 68	68% 107	50% 2	67% 18	65% 500
Unsure	6% 12	6% 1	6% 7	4% 16	8% 8	7% 11	0% 0	4% 1	5% 38

“This occurs in everyday life so yes it should if it’s the teachers fault that they sent it in late”

General support

Table 39 provides a summary of the feedback from submitters on the proposed late fee increase.

The most common reasons for agreement were:

- Agree with the proposed increase, as long as there is not a justifiable reason for being late (n=73)
- Agree with the proposed increase as long as there is a reminder system in place (n=59)

The most common reasons for disagreement were:

- The work required does not justify the additional cost (n=458)
- Additional charge perceived as revenue gathering (n=362)

Other feedback included:

- General opposition expressed for any late fee (n=310)
- Fee increase is too high (n=246)

Table 39 : (Q12) Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100?

CATEGORY	THEME	FREQUENCY
OPPOSED TO LATE FEE INCREASE		3214
	General opposition	1241
	Work required does not justify additional cost	458
	Revenue gathering	362
	Recognise legitimate reasons for late applications	332
	Teachers are too busy to remember to register	221
	TC inefficiency causes teachers to be late	215
	Financial hardship causes teachers to be late	154
	Improve reminder system	129
	Inability to work is enough to deter lateness	45
	Allow grace period for late fees	23
	Support smaller late fee increase	22
	Incentivise early applications	12
FEE AMOUNT		612
	Opposed to late fees	310
	Fee increase too high	246
	Opposed to fee increase	18
	Decrease fees	10

CATEGORY	THEME	FREQUENCY
	Opposed to levy	8
	Support smaller fee increase	7
TEACHING COUNCIL		495
	Improve transparency of Teaching Council's costs	237
	Improve efficiency of Teaching Council	113
	Concern regarding value that the Council provides	112
	Reduce Teaching Council's costs	15
	Remove/disband Teaching Council	13
	Reduce mandatory functions, services/activities	5
SUPPORT LATE FEE INCREASE		401
	General support	242
	As long as there is not a justifiable reason	73
	Increase as long as there is a reminder	59
	Further increase late fee	18
	Use late fee to decrease other costs	9
AFFORDABILITY		256
	Teachers are underpaid/undervalued	175
	Impact of high inflation on cost of living	31
	Teachers' salaries have not increased	19
	Teachers with families have higher costs	14
	Consider payment by instalments	10
TEACHER RECRUITMENT/RETENTION		153
	Fee increase/levy will worsen teacher retention	51
	Fee increase/levy will worsen teacher shortage	34
	Concern with fee increases during pandemic	29
	Fee increase/levy will impact teacher wellbeing	21
	Ensure returning teachers do not pay late fees	17

CATEGORY	THEME	FREQUENCY
CONSULTATION		71
	Not enough information	58
	Concerns regarding consultation	12
TEACHING COUNCIL FUNDING		54
	Teachers should not pay any fee/levy	22
	Government should fund Teaching Council	19
	Employers should pay fees/levies	10

"I think this is a better way to recuperate funds for the TC projected deficits ONLY if it is applied to people who file their registration applications after the expiry date (not if there is a delay for postal reasons or issues on the processing end)"

**As long as there is not a justifiable reason**

"There is no need to increase this...it doesn't amount to more work so why charge more"

**Work required does not justify additional cost**

"It depends if the person involved was late because of their own error - many teachers struggle to get hold of the people they need to talk to - in the union, in the Council, at Novopay, in the MoE... they shouldn't be penalised for that!"

**Recognise legitimate reasons for late applications**

"Some may be late as they can't afford the fee at the time so unfair to penalise them even further."

**Financial hardship causes teachers to be late**

"As long as reminder emails are sent out to help teachers who already have so much to remember and organise."

**Increase as long as there is a reminder**

"This may help with recouping some costs that should not be otherwise passed on to the 'average teacher'."

**Use late fee to decrease other costs**



**(Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future?**

Figure 10 shows the level of interest in using third-party user-pays financial services for teachers. Table 40 provides insight into the level of interest by sector, Table 41 by professional status, Table 42 by role, and Table 43 by professional leader or principal.

28% (n=1591) of submitters were interested in being able to access third-party user-pays financial services, while 56% (n=3203) were not interested, and 16% (n=923) were unsure.

Figure 10 : Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe if this option were available in the future?

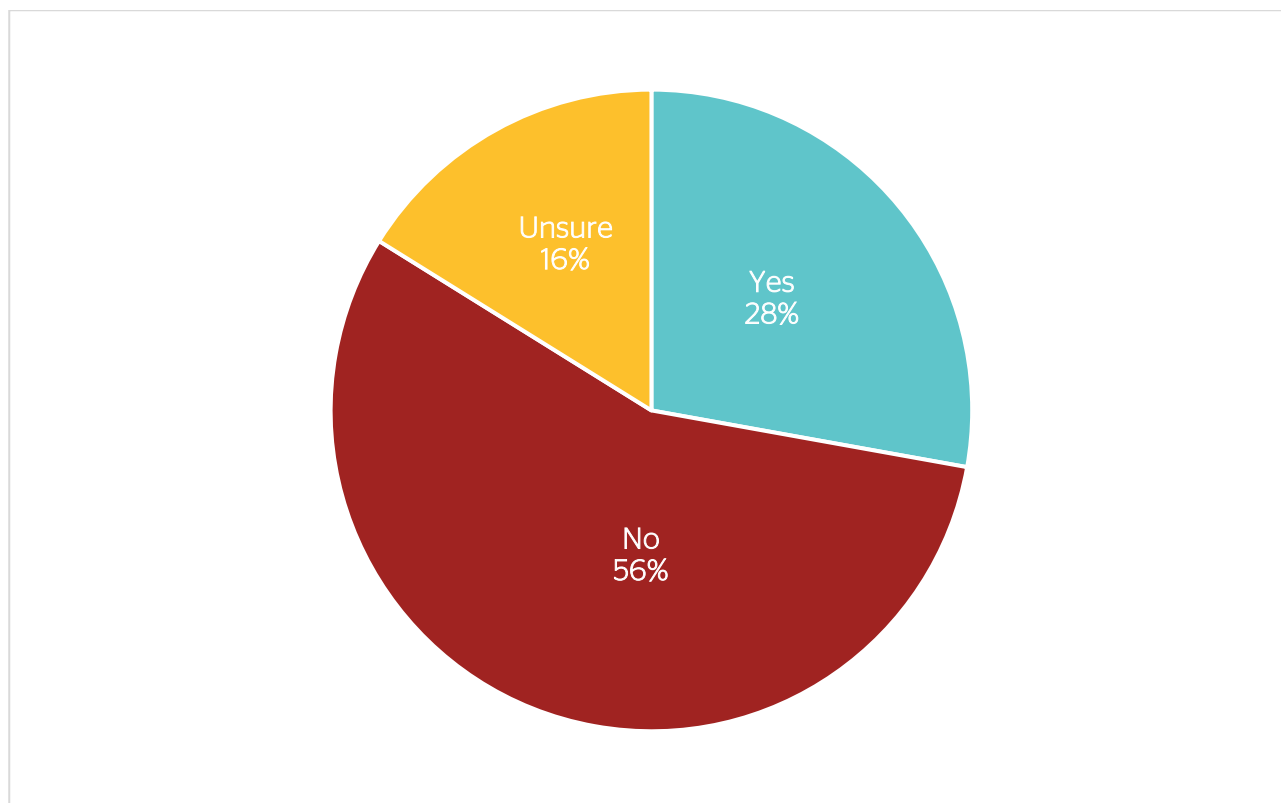


Table 40 : (Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future? By Sector

	Early Childhood education n = 1041	Māori Medium n = 82	English medium n = 618	Primary n = 2526	Intermediate n = 615	Secondary n = 1897	Tertiary n = 57	Other n = 146	Total n = 5717
Yes	33%	28%	28%	29%	26%	22%	25%	29%	28%
	345	23	174	724	159	408	14	42	1591
No	48%	49%	53%	54%	55%	64%	54%	56%	56%
	502	40	329	1374	341	1218	31	82	3203
Unsure	19%	23%	19%	17%	19%	14%	21%	15%	16%
	194	19	115	428	115	271	12	22	923

Table 41: (Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future? By Professional Status

	Registered but no current practising certificate n = 43	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 5022	Registered and hold a current Provisional practising certificate n = 540	Hold a current Limited Authority to Teach n = 25	Other n = 49	Total n = 5717
Yes	28% 12	27% 1353	35% 189	28% 7	47% 23	28% 1591
No	53% 23	57% 2851	51% 273	60% 15	37% 18	56% 3203
Unsure	19% 8	16% 818	14% 78	12% 3	16% 8	16% 923

Table 42: (Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future? By Role

	Teacher n = 4949	Teacher Educator n = 214	Holder of a LAT n = 21	Professional Leader or Principal n = 783	Peak body n = 7	Union n = 40	Part time/Relief teacher n = 430	Other n = 208	Total n = 5717
Yes	28% 1365	23% 50	14% 3	29% 225	14% 1	28% 11	24% 102	25% 51	28% 1591
No	56% 2777	58% 125	76% 16	55% 429	43% 3	50% 20	57% 245	56% 116	56% 3203
Unsure	16% 807	18% 39	10% 2	16% 129	43% 3	23% 9	19% 83	20% 41	16% 923

Table 43: (Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 225	Māori Medium n = 16	English medium n = 112	Primary n = 377	Intermediate n = 104	Secondary n = 161	Tertiary n = 4	Other n = 28	Total n = 783
Yes	36% 80	38% 6	24% 27	27% 102	16% 17	20% 32	50% 2	36% 10	29% 225
No	45% 102	44% 7	58% 65	57% 216	63% 65	67% 108	25% 1	46% 13	55% 429
Unsure	19% 43	19% 3	18% 20	16% 59	21% 22	13% 21	25% 1	18% 5	16% 129

Table 44 provides a summary of submitter comments on accessing third-party user-pays financial services.

The most common reasons for submitter interest were:

- Interested, provided it is not subject to interest or charges (n=224)

- Would be necessary if the fees increase (n=127)

The most common reasons submitters were not interested were:

- Because the necessity to propose financing is an indication that teachers cannot afford the fees and levy (n=884)
- Concerns regarding associated costs (n=363)

Other feedback included:

- Fee increase is too high (n=695)
- Opposition to the fee increase (n=200)

*Table 44: (Q13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and the levy in instalments over a short timeframe (for example, around three months) if this option were available in the future?*

CATEGORY	THEME	FREQUENCY
NOT INTERESTED IN THIRD-PARTY		2463
	Necessity indicative of affordability	884
	General opposition	825
	Concerns regarding associated costs	363
	Opposed to debt	203
	Support instalments but not by third party	132
	Concerns regarding impact on credit rating	26
	Could expose teachers to unethical lending	23
	Opposed to Afterpay suggestion/provider	5
FEE/LEVY AMOUNT		1370
	Fee increase too high	695
	Opposed to fee increase	200
	Flexibility in payment period/method desired	157
	Levy too high	135
	Opposed to levy	103
	Support smaller fee increase	54
	Revenue gathering	19
	Fee/levy should recognise differences in salaries	6
INTERESTED IN THIRD-PARTY		728
	General support	230

CATEGORY	THEME	FREQUENCY
	Provided it is not subject to interest/charges	224
	Necessary if fees increase	127
	Yes, but not at proposed fee increase/levy	62
	Would assist teachers earning less	55
	Alleviates the stress and anxiety over payment	16
	Would remove the financial barrier to teach	6
	Dependent on lending provider	5
AFFORDABILITY		337
	Teachers are underpaid/undervalued	169
	Impact of high inflation on cost of living	58
	Teachers' salaries have not increased	43
	Teachers with families have higher costs	27
	New teachers earn less	19
	ECE teachers earn less	10
	Part time/relief teachers earn less	6
	Auckland teachers have higher costs	5
TEACHING COUNCIL FUNDING		179
	Teachers should not pay any fee/levy	98
	Government should fund Teaching Council	45
	Employers should pay fees/levies	27
	Seek alternative sources of funding	7
TEACHING COUNCIL		178
	Concern regarding value that the Council provides	116
	Reduce Teaching Council's costs	33
	Reduce mandatory functions, services/activities	27
CONSULTATION		104
	Not enough information	70

CATEGORY	THEME	FREQUENCY
	Concerns regarding consultation	32
TEACHER RECRUITMENT/RETENTION		95
	Fee increase/levy will worsen teacher retention	57
	Fee increase/levy will worsen teacher shortage	16
	Fee increase/levy will impact teacher wellbeing	14
	Concern with fee increases during pandemic	8

“This would make these fees more manageable.”

**General support**

“Perhaps as long as no interest or fees where charged additionally to this.”

**Provided it is not subject to interest/charges**

“I feel like this could have a negative impact on people financially. will we be paying interest for this service? if this is something you have to consider, isnt that telling you the cost is too high?”

**Necessity indicative of affordability**

“not if it added extra costs, the people that would use this are the people that are struggling to make ends meet with their wages, which are not keeping up with inflation”

**Concerns regarding associated costs**

“May suit a lot of people to have some options in place, for my family however we don't like to do anything on credit”

**Opposed to debt**

“This shows that the increase it to much and not affordable”

**Necessity indicative of affordability**

“I personally probably wouldn't use this, but it could be useful for early career/younger teachers for whom several hundred dollars at once is prohibitive”

**Would assist teachers earning less**

**(Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach?**

Figure 11 shows the level of interest for fortnightly payments by instalment. Table 45 provides insight into the level of interest by sector, Table 46 by professional status, Table 47 by role, and Table 48 by professional leader or principal.

34% (n=1942) of submitters were interested in fortnightly payments by instalment, while 49% (n=2801) were not interested, and 16% (n=932) were unsure.

Figure 11 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach?

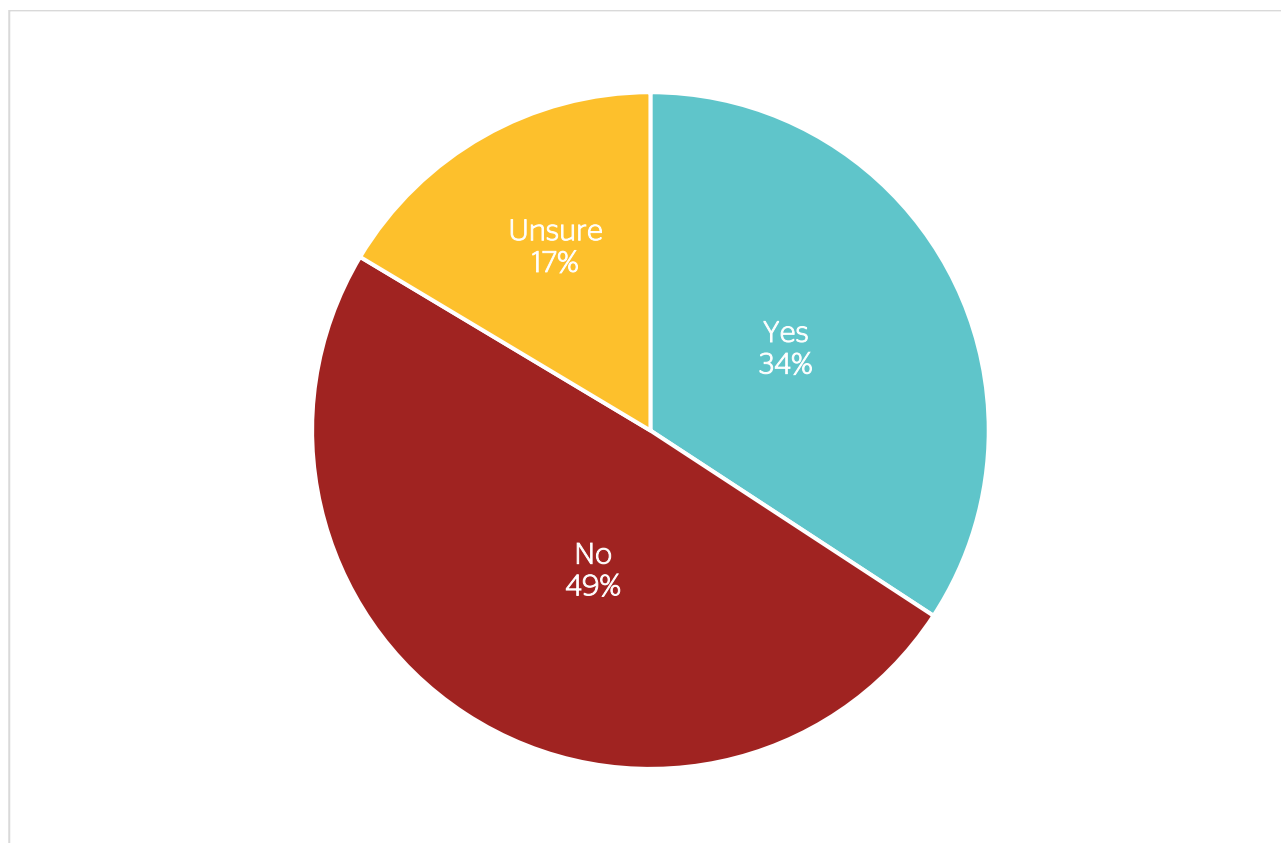


Table 45 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach? By Sector

	Early Childhood education n = 1022	Māori Medium n = 83	English medium n = 619	Primary n = 2511	Intermediate n = 613	Secondary n = 1886	Tertiary n = 59	Other n = 145	Total n = 5675
Yes	34%	47%	39%	37%	39%	31%	37%	43%	34%
	349	39	241	920	242	587	22	63	1942
No	47%	35%	44%	47%	45%	53%	44%	41%	49%
	483	29	270	1179	275	1002	26	59	2801
Unsure	19%	18%	17%	16%	16%	16%	19%	16%	16%
	190	15	108	412	96	297	11	23	932

Table 46 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach? By Professional Status

	Registered but no current practising certificate n = 44	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4990	Registered and hold a current Provisional practising certificate n = 532	Hold a current Limited Authority to Teach n = 25	Other n = 50	Total n = 5675
Yes	25% 11	34% 1706	36% 189	24% 6	42% 21	34% 1942
No	52% 23	49% 2470	47% 250	60% 15	42% 21	49% 2801
Unsure	23% 10	16% 814	17% 93	16% 4	16% 8	16% 932

Table 47 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach? By Role

	Teacher n = 4913	Teacher Educator n = 212	Holder of a LAT n = 20	Professional Leader or Principal n = 784	Peak body n = 8	Union n = 39	Part time/Relief teacher n = 428	Other n = 205	Total n = 5675
Yes	34% 1660	27% 57	20% 4	36% 285	25% 2	49% 19	41% 176	33% 68	34% 1942
No	49% 2414	59% 125	50% 10	47% 372	50% 4	44% 17	40% 172	52% 106	49% 2801
Unsure	17% 839	14% 30	30% 6	16% 127	25% 2	8% 3	19% 80	15% 31	16% 932

Table 48 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 225	Māori Medium n = 17	English medium n = 116	Primary n = 381	Intermediate n = 104	Secondary n = 158	Tertiary n = 5	Other n = 27	Total n = 784
Yes	27% 60	47% 8	37% 43	40% 153	37% 38	37% 59	40% 2	52% 14	36% 285
No	51% 114	35% 6	43% 50	46% 177	49% 51	52% 82	20% 1	33% 9	47% 372
Unsure	23% 51	18% 3	20% 23	13% 51	14% 15	11% 17	40% 2	15% 4	16% 127

Table 49 provides a summary of comments made regarding fortnightly payments by instalment. The most common reasons for submitter interest were:

- Interested, provided it is not subject to interest/charges (n=180)
- Interested, but not at the proposed fee increase/levy (n=90)

The most common reasons submitters were not interested were:

- It should not be necessary (n=216)
- Concerns regarding associated costs (n=171)

Other feedback included:

- The fee increase is too high (n=190)
- The cost of the levy is too high (n=142)

Table 49 : (Q14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach?

CATEGORY	THEME	FREQUENCY
NOT INTERESTED IN FORTNIGHTLY		725
	General opposition	248
	Should not be necessary	216
	Concerns regarding associated costs	171
	Prefer to make payment in full	28
	Payment period is too short	17
	Opposed to debt	17
	Concerns with systems ability to manage deductions	14
	Union fee deduction is already too high	11
INTERESTED IN FORTNIGHTLY		684
	General support	269
	Provided it is not subject to interest/charges	180
	Yes, but not at proposed fee increase/levy	90
	Support instalments but not by third party	68
	Necessary if fees increase	43
	Provided deductions are small	9
	Would limit payments only to periods worked	7
	Would remove the financial barrier to teach	5
	Would assist teachers earning less	5
FEE/LEVY AMOUNT		594
	Fee increase too high	190
	Levy too high	142



CATEGORY	THEME	FREQUENCY
	Opposed to fee increase	107
	Opposed to levy	63
	Flexibility in payment period/method desired	52
	Support smaller fee increase	39
AFFORDABILITY		144
	Teachers are underpaid/undervalued	87
	Impact of high inflation on cost of living	32
	Teachers with families have higher costs	9
	New teachers earn less	8
TEACHING COUNCIL		135
	Concern regarding value that the Council provides	78
	Reduce Teaching Council's costs	19
	Reduce mandatory functions, services/activities	14
	Improve transparency of Teaching Council's costs	14
	Remove/disband Teaching Council	10
TEACHING COUNCIL FUNDING		111
	Teachers should not pay any fee/levy	57
	Government should fund Teaching Council	34
	Employers should pay fees/levies	12
	Users pay for services used	6
CONSULTATION		90
	Not enough information	60
	Concerns regarding consultation	29
TEACHER RECRUITMENT/RETENTION		20
	Fee increase/levy will worsen teacher retention	12
	Fee increase/levy will worsen teacher shortage	5

## (Q15) If there was an additional cost for this service, would you still be interested in this option?

Figure 12 shows the level of interest for the service if additional costs were needed. Table 50 provides insight into the level of interest by sector, Table 51 by professional status, Table 52 by role, and Table 53 by professional leader or principal.

3% (n=177) of submitters would still be interested, while 88% (n=4960) would no longer be interested, and 9% (n=530) were unsure.

Figure 12 : (Q15) If there was an additional cost for this service, would you still be interested in this option?

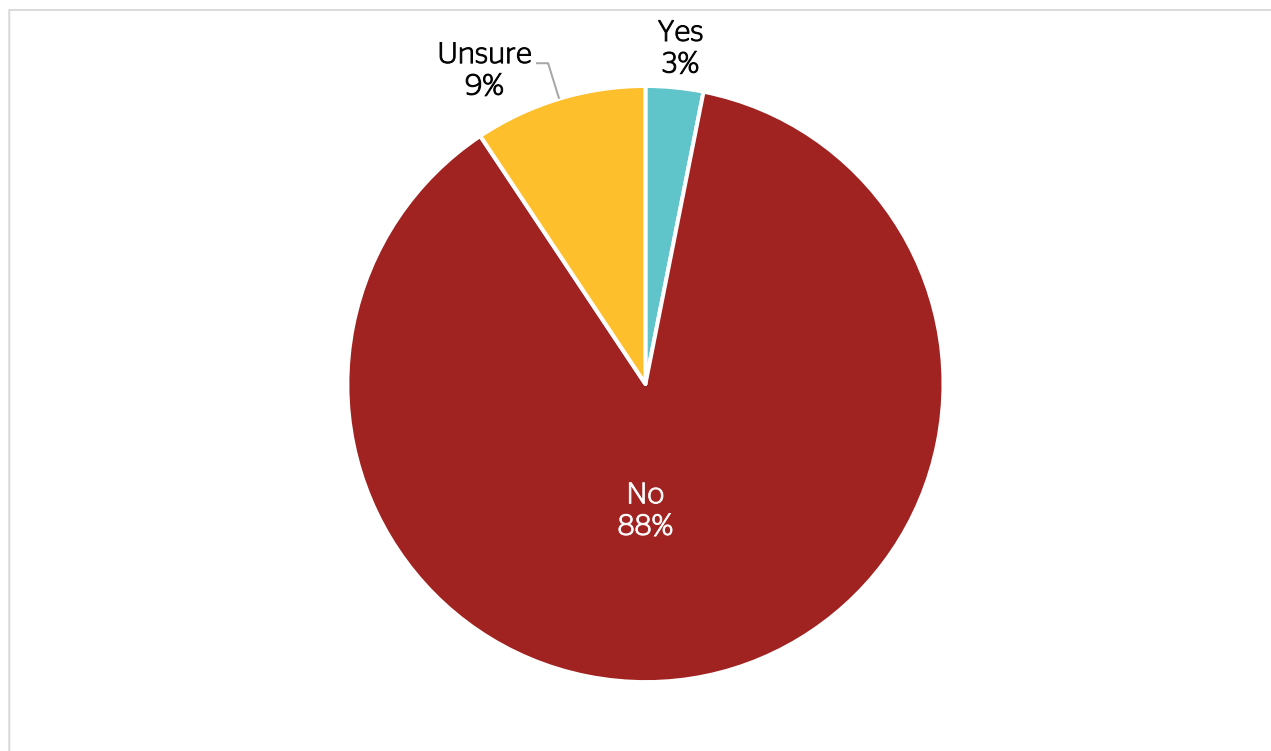


Table 50 : (Q15) If there was an additional cost for this service, would you still be interested in this option? By Sector

	Early Childhood education n = 1030	Māori Medium n = 83	English medium n = 616	Primary n = 2504	Intermediate n = 613	Secondary n = 1881	Tertiary n = 58	Other n = 147	Total n = 5667
Yes	4%	2%	4%	3%	3%	3%	2%	6%	3%
	41	2	23	79	17	51	1	9	177
No	84%	76%	86%	88%	88%	89%	84%	76%	88%
	866	63	527	2191	540	1682	49	112	4960
Unsure	12%	22%	11%	9%	9%	8%	14%	18%	9%
	123	18	66	234	56	148	8	26	530

Table 51 : (Q15) If there was an additional cost for this service, would you still be interested in this option? By Professional Status

	Registered but no current practising certificate n = 42	Registered and hold a current Full Practising Certificate (Category One or Category Two) n = 4988	Registered and hold a current Provisional practising certificate n = 529	Hold a current Limited Authority to Teach n = 25	Other n = 50	Total n = 5667
Yes	0% 0	3% 155	4% 20	0% 0	2% 1	3% 177
No	90% 38	87% 4364	88% 464	92% 23	84% 42	88% 4960
Unsure	10% 4	9% 469	9% 45	8% 2	14% 7	9% 530

Table 52 : (Q15) If there was an additional cost for this service, would you still be interested in this option? By Role

	Teacher n = 4910	Teacher Educator n = 215	Holder of a LAT n = 21	Professional Leader or Principal n = 783	Peak body n = 8	Union n = 38	Part time/Relief teacher n = 428	Other n = 202	Total n = 5667
Yes	3% 138	2% 4	0% 0	4% 31	0% 0	5% 2	2% 10	6% 13	3% 177
No	88% 4318	87% 186	90% 19	85% 665	75% 6	87% 33	85% 365	83% 168	88% 4960
Unsure	9% 454	12% 25	10% 2	11% 87	25% 2	8% 3	12% 53	10% 21	9% 530

Table 53 : (Q15) If there was an additional cost for this service, would you still be interested in this option? By Professional Leader or Principal and Sector

Professional Leader or Principal									
	Early Childhood education n = 226	Māori Medium n = 17	English medium n = 115	Primary n = 378	Intermediate n = 106	Secondary n = 159	Tertiary n = 5	Other n = 28	Total n = 783
Yes	4% 10	0% 0	5% 6	4% 15	3% 3	4% 6	0% 0	7% 2	4% 31
No	82% 186	71% 12	83% 96	86% 326	91% 96	86% 137	100% 5	71% 20	85% 665
Unsure	13% 30	29% 5	11% 13	10% 37	7% 7	10% 16	0% 0	21% 6	11% 87

Table 54 provides a summary of comments made regarding an additional cost.

The most common reasons for submitter interest were:

- Interested; however, this would depend on the amount (n=132)
- Interested, provided deductions are small (n=49)

The most common reasons submitters were not interested were:

- Opposition to additional costs (n=282)
- It is considered unfair as those who would need the service the most would be charged more (n=154)

Other feedback included:

- The fee increase is too high (n=92)
- The cost of the levy is too high (n=82)

Table 54: (Q15) If there was an additional cost for this service, would you still be interested in this option?

CATEGORY	THEME	FREQUENCY
DETERRED BY ADDITIONAL COST		976
	Opposed to additional costs	282
	General opposition	259
	Unfair as those in need pay more	154
	No justification for additional costs	111
	Should not be necessary	69
	Revenue gathering	52
	Concerns regarding associated costs	23
	Opposed to debt	14
	Prefer to make payment in full	7
FEE/LEVY AMOUNT		264
	Fee increase too high	92
	Levy too high	82
	Opposed to fee increase	44
	Opposed to levy	42
ADDITIONAL COST ACCEPTABLE		217
	Dependent on cost amount	132
	Provided deductions are small	49
	General support	16
	Support instalments but not by third party	6
	Users pay for services used	5
AFFORDABILITY		81

CATEGORY	THEME	FREQUENCY
	Teachers are underpaid/undervalued	56
	ECE teachers earn less	6
	New teachers earn less	5
TEACHING COUNCIL		81
	Concern regarding value that the Council provides	45
	Reduce Teaching Council's costs	17
	Remove/disband Teaching Council	8
	Reduce mandatory functions, services/activities	7
TEACHING COUNCIL FUNDING		47
	Government should fund Teaching Council	21
	Teachers should not pay any fee/levy	20
	Employers should pay fees/levies	5
CONSULTATION		38
	Not enough information	30
	Concerns regarding consultation	8
TEACHER RECRUITMENT/RETENTION		27
	Fee increase/levy will worsen teacher retention	22

"Depends how much additional cost. Like a one off \$10 fee yes, an extra \$5 each time or something no."

**Dependent on cost amount**

"It is already a lot of money for some people and some centre's, increasing fees and creating additional costs will only deter people even more from gaining their registration."

**Opposed to additional cost**

"I think this would put additional barriers in place. Someone who accesses this arrangement does not need extra barriers."

**Unfair as those in need pay more**

## **(Q16) Is there anything else the Council could do to make it easier for teachers to manage the cost of proposed higher fees and a levy?**

Table 55 summarises the other things the Teaching Council could do to make it easier for teachers to manage the cost of higher fees and a levy.

The most commonly suggested things the Teaching Council could do were:

- Not increase the fees and introduce the levy (n=1033)
- Reduce the fee and levy amount (n=931)
- Reduce the Teaching Council's costs (n=702)
- Consider the affordability of the proposal, given teachers are generally underpaid (n=390)

Table 55: (Q16) Is there anything else the Council could do to make it easier for teachers to manage the cost of proposed higher fees and a levy?

CATEGORY	THEME	FREQUENCY
FEE/LEVY AMOUNT		2597
	Do not increase fee/add levy	1033
	Reduce the fee/levy amounts	931
	Do not charge for unwanted services	200
	Do not charge a fee/levy	170
	Charge fee but not levy	63
	Fee/levy should recognise differences in salaries	59
	Increase renewal period for the same fee/levy	52
	Allow for multiple payment options	25
	Provide warning of increases/new charges	21
	Make levy optional	14
	Decrease renewal/payment period (annually)	11
	Inflation adjusted increase acceptable	8
	Incentivise early applications	5
	Do not implement late fees	5
TEACHING COUNCIL		2551
	Reduce Teaching Council's costs	702
	Concern regarding value that the Council provides	535
	Reduce mandatory functions, services/activities	388

CATEGORY	THEME	FREQUENCY
	Lobby/support/work for teachers	317
	Improve relationship with teachers	223
	Improve transparency of Teaching Council's costs	219
	Remove/disband Teaching Council	143
	Liaise with others to not duplicate functions	16
	Continue service in line with proposal	8
AFFORDABILITY		1268
	Consider affordability of proposal (underpaid)	390
	Lobby government to increase teachers salaries	314
	Consider payment by instalments	174
	Consider impact of high inflation/cost of living	113
	Align increase with teacher salaries/increases	87
	Lobby government for pay parity (especially ECE)	57
	Consider affordability for ECE teachers	51
	Consider affordability for new teachers	34
	Part time/relief teachers earn less	25
	Teachers with families have higher costs	19
TEACHING COUNCIL FUNDING		697
	Lobby government for funding	379
	Lobby employers for payment	155
	Seek alternative sources of funding	80
	Teachers should not pay any fee/levy	60
	Users pay for services used	23
TEACHER RECRUITMENT/RETENTION		386
	Address impact on teacher wellbeing	146
	Address impact of proposal on retention	121
	Address teacher shortage	68

CATEGORY	THEME	FREQUENCY
	Concern with fee increases during pandemic	51
CONSULTATION		181
	More meaningful consultation with teachers	150
	Concerns regarding consultation	25
	Not enough information	6
REGISTRATION PERIOD		8

"Don't increase the fees and don't introduce levies."

**Do not increase fee/add levy**

"Not increase the fees so much right away. Increase them gradually over a period of at least 10 years to match increases to income."

**Reduce the fee/levy amounts**

"1. Increase the Council's efficiency with a clearer and more equitable pathway to renewal of practising certificates for teachers outside of the general setting (Full Category2). The Council is spending too much time on these applications, and wasting the teacher's time, because of a failing in their own renewal processes. The Council should retain its ability to use discretion where needed, but should tailor a pathway for the majority of these renewals. The renewal process is currently more favourable and more suited to the general education setting, and is discriminatory to teachers outside it. 2. Be more efficient by staying with the mandatory functions as per the Act, and not seek approval to extend its role. Regardless who funds the extended non-mandatory functions, it places further responsibility on the Council and distracts from the Council providing the mandatory functions in an efficient and cost effective way."

**Reduce Teaching Council's costs; Reduce mandatory functions, services/activities**

"Assist with the push for full pay parity and creating a fair working system."

**Lobby/support/work for teachers; Lobby government for pay parity**

"Keep the fees where they are as teachers cannot afford to pay. All the council will succeed in doing is losing more teachers and there is already a shortage."

**Consider affordability of proposal (underpaid)**

"Seek government funding. I believe that many of the functions that the Teachers Council could be covered as employment issues by the school that employs the teacher."

**Lobby government for funding**



## **(Q17) What other comments would you like to make on the proposed changes overall? What other information do you need?**

Table 56 provides a summary of additional comments on the proposed changes overall and the other information submitters felt they needed.

Other comments most commonly made concerning the proposed changes overall were:

- Concerns regarding the value that the Teaching Council provides (n=746)
- Opposed to the fee increase (n=598)
- The fee increase is too high (n=560)
- Teachers are underpaid/undervalued (n=346)

Other information most commonly needed included:

- Information on what the Teaching Council does for teachers (n=316)
- Information on how the funds will be used (n=200)

*Table 56 : (Q17) What other comments would you like to make on the proposed changes overall? What other information do you need?*

<b>CATEGORY</b>	<b>THEME</b>	<b>FREQUENCY</b>
TEACHING COUNCIL		2189
	Concern regarding value that the Council provides	746
	Improve transparency of Teaching Council's costs	446
	Reduce mandatory functions, services/activities	322
	Reduce Teaching Council's costs	235
	Improve relationship with teachers	199
	Lobby/support/work for teachers	151
	Remove/disband Teaching Council	66
	Provide teachers with registration cards	24
FEE/LEVY AMOUNT		1526
	Opposed to fee increase	598
	Fee increase too high	560
	Opposed to levy	110
	Revenue gathering	104
	Fee/levy should recognise differences in salaries	39
	Decrease fees	36
	Support smaller fee increase	26

CATEGORY	THEME	FREQUENCY
	Opposed to late fees	23
	Support fee increase	13
	Inflation adjusted increase acceptable	11
CONSULTATION		818
	Concerns regarding consultation	301
	More meaningful consultation with teachers	221
	Not enough information	123
	Opposed to repeat consultation	61
	Information too complex	37
	Support consultation process	26
	Further consultation needed	25
	Too much information	24
TEACHER RECRUITMENT/RETENTION		725
	Fee increase/levy will worsen teacher retention	261
	Concern with fee increases during pandemic	169
	Fee increase/levy will worsen teacher shortage	162
	Fee increase/levy will impact teacher wellbeing	133
AFFORDABILITY		713
	Teachers are underpaid/undervalued	346
	Impact of high inflation on cost of living	137
	Teachers' salaries have not increased	86
	ECE teachers earn less	54
	Part time/relief teachers earn less	44
	New teachers earn less	17
	Teachers with families have higher costs	15
	Consider payment by instalments	7
	Auckland teachers have higher costs	6

CATEGORY	THEME	FREQUENCY
FURTHER INFORMATION REQUESTED		571
	What does Teaching Council do for teachers?	316
	How will funds be used?	200
	Fees compared to other professions	32
	Details about/results of consultation feedback	19
TEACHING COUNCIL FUNDING		267
	Government should fund Teaching Council	111
	Teachers should not pay any fee/levy	84
	Seek alternative sources of funding	35
	Users pay for services used	19
	Employers should pay fees/levies	18

"I think more transparency over what the council actually does as I am unsure and I hear lots of other teachers being unsure as well. This leads To frustration and resentment about the fees."

**What does Teaching Council do for Teachers?**

"More transparency about where our money is going."

**How will funds be used?**

"I just feel that this will encourage more teachers to leave the profession, which is the last thing we and the children of NZ need right now. Your job should be to make it easier, not harder to be a teacher. I could earn a similar or better wage as a receptionist, and not have this fee every 3 years. This increase in fee will probably mean my own children miss out on their sports for 2 terms, or I can't pay their school camp and stationery fees. In comparison to a lot of other teachers, especially those living in Auckland where living costs are higher, this is small. But I don't want my kids to miss out because I have to pay a huge registration fee to look after other people's children. For you to increase the fees and levies so much, I feel you need to increase your value to teachers by at least the same proportion, and I can't envisage how you will do that unless you can be passionate advocates for all teachers. Because we feel that no one is advocating for us."

**Concern regarding the value that the Council provides; Fee increase too high**

## Appendix One: email template for teachers

Dear Colleagues

E ngā mana nui o te rau hīhī  
E ngā reo motoi kura o te rau hāhā  
Ko ngā Huia Kaimanawa o tō takiwā  
Kei ngā kaiako katoa  
Kei ngā tumuaki me kaiarahi katoa  
Kei ngā ropū whakahaere katoa  
Tēna koutou katoa.

To the esteemed ones  
To the prized voices of the many  
To the treasures of the many regions  
To all teachers  
To all principals and centre leaders  
To all key stakeholders,  
Greetings.

I hope this email finds you well, and that you're coping with the stresses and strains that COVID has brought to every teacher, principal, and professional leader throughout Aotearoa.

You will find attached a consultation document proposing an increase to fees and levies for your consideration and feedback. Your Council has been grappling for some time with a significant shortfall in funding for the essential services it provides to you and the wider profession. The Government has decided that it will no longer subsidise your fees and levies, which it has been doing for approximately 6 years. We have not increased the fees in 12 years

despite rising costs including inflation.

As a practising principal myself, I know the timing of this consultation is not ideal. I also know that the size of the increase proposed is significant. We acknowledge and understand this and ask for your patience and understanding.

It's important for you to know that we have engaged an independent review of the costs and levies we are asking you to pay. We hope the Deloitte report will give you peace of mind that what is proposed is actual and reasonable costs.

We have provided a summary of the consultation document in te reo Māori. If you would like to read the detailed proposals and the background information that informed these, please read the full consultation document in English.

Kua whakaritea te whakarāpopototanga o tuhinga whiriwhiri kōrero i roto i te reo Māori. Ki te hiahia koe ki te pānui ake i te hōhonutanga, i te whānuitanga me te roanga atu o tēnei tūtohunga, tēnā, pānui ake i te tuhinga whiriwhiri kōrero matua i roto i te reo Pākehā.

We are genuine in wanting your feedback on our suggestions and any of your own.

Noho ora mai

Nicola Ngarewa

**Governing Board Chair**

[Please click here to read the fees and levies summary consultation document in English](#)

[Please click here to read the fees and levies summary document in Te Reo](#)

[Please click here to read the full fees and levies consultation document in English](#)

[Please click here for more information on the consultation on our website](#)

Governing Council Chair, Nicola Ngarewa shares a message about the upcoming consultation. Please click the video link below to watch.

## Appendix Two: Teaching Council online survey interface questions

### English

Do you agree with the cost assumptions set out in this proposal?

1. What do you think about the proposed increases to Teaching Council fees?
2. What do you think about the proposal to impose a levy to cover the cost of some of the Council's mandatory functions?
3. Are there other ways to allocate the fees?
4. Are there other ways to allocate the levy?
5. What do you think about the proposal that fees and the levy are set for a three-year period?
6. Is there another period that would be better for the fees and the levy?
7. What do you think about the proposal to allocate the levy equitably across practising certificate types and LATs?
8. Do you agree with the proposal that overseas teachers should pay a higher fee for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications?
9. Do you agree with the proposal that Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers should pay a higher fee when applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications?
10. Do you agree with the proposal that holders of a LAT pay the same levy as registered teachers?
11. Do you agree with the proposal that the Late Fee for a teacher to renew their practising certificate after the expiry date of their current certificate should increase from \$50 to \$100?
12. 13) Would you be interested in being able to access a third-party user-pays financial service that allowed teachers to pay fees and levies in instalments over a short timeframe e.g., around three months if this option was available in the future?
13. 14) Would you be interested in fortnightly payments by instalment in the future, subject to the Council being able to resolve any cost, technical and legislative issues from such an approach?
14. If there was an additional cost for this service, would you still be interested in this option?
15. Is there anything else the Council could do to make it easier for teachers to manage the cost of higher fees and a levy?
16. Do you have any other comments on the proposed changes overall? What other information do you need?

## Te Reo Māori

1. Kei te whakaae koe ki ngā whakapae e hora nei i tēnei tūtohunga?
2. He aha ōu whakaaro ki te tūtohunga whakapiki i ngā utu ki Matatū Aotearoa?
3. He aha ōu whakaaro mō te tūtohunga ki te tautuhi utu tāpiri hei utu i ētahi o ngā kawenga ture o te Kaunihera?
4. He huarahi anō āu ki te tohatoha i ngā utu?
5. He huarahi anō āu ki te tohatoha i ngā utu tāpiri?
6. He aha ōu whakaaro mō te tūtohunga ki te tautuhi i ngā utu me ngā utu tāpiri mō te toru tau?
7. He takiwā anō tāu mo te utu me te tāpiri?
8. He aha ōu whakaaro mō te tūtohunga kia taurite te utunga o te utu tāpiri puta noa i ngā momo tiwhikete me ngā LAT?
9. Kei te whakaae koe ki te tūtohunga kia rahi ake te utu a ngā kaiako kei tāwāhi e rēhita ana mō te tohu Tōmua hei whakaata i ngā utunga mō te arotake i ō rātou tonono?
10. Kei te whakaae koe ki te tūtohunga kia rahi ake te utunga a ngā kaiako Tōmua me ngā kaiako Tūturu ki te utu mō tētahi tohu Tūturu hei whakaata i ngā tāpiritanga utu ki te arotake i ō rātou tonono?
11. Kei te whakaae koe ki te tūtohunga kia ōrite te utu tāpiri a ngā kaipupuri TKR ki ērā o ngā kaiako rēhita?
12. Kei te whakaae koe ki te tūtohunga ki te whakapiki i te Utu Tōmuri ki te whakahou i te tiwhikete mai i te \$50 ki te \$100 mō ngā kaiako ka tuku i ō rātou tonono i muri i te rā kati?
13. Ka kaingākau koe ki te utu mā te rōpū tuatoru ratonga pūtea, ā, ka taea e ngā kaiako ki te whakaea i te utu me te utu tāpiri ā harangotengote nei, kia poto te angawā. (He tauira, i roto i te toru mārama)
14. Ka kaingākau koe ki te utu harangotengote i ia rua wiki, ā, mēnā ka taea e te Kaunihera ki te whakaea i ngā utunga, i ngā take hangarau me ngā take ture e pā nei ki tēnei momo huarahi?
15. Ka kaingākau koe ki te tauira utunga e whakaae ana ki ngā utunga tōmua iti mēnā ka wātea mai tēnei kōwhiringa?
16. He mahi atu anō tā te Kaunihera ki te whakamāmā i ngā tūtohunga pikinga utu nei?
17. He kōrero atu anō āu e pā ana ki ngā tūtohunga nei, ā, me whiwhi rānei koe ki ētahi atu mōhiohio?



## Appendix Three: Thematic analysis by Sector, Professional Status, and Role

### (Q2) What do you think about the proposed increases to Teaching Council fees?

Table 57: (Q2) What do you think about the proposed increases to Teaching Council fees? By Sector

	ECE	MĀORI MEDIUM	ENGLISH MEDIUM	PRIMARY	INTERMEDIATE	SECONDARY	TERTIARY	OTHER	TOTAL
FEE AMOUNT Fee increase too high	615	49	348	1446	327	908	30	74	3142
FEE AMOUNT Opposed to fee increase	293	29	205	879	226	758	14	36	2079
TEACHING COUNCIL Concern regarding value that the Council provides	303	18	195	801	199	694	15	37	1888
AFFORDABILITY Teachers generally underpaid/undervalued	409	27	169	772	163	370	11	32	1667
AFFORDABILITY Impact of high inflation on cost of living	100	14	77	364	90	186	8	18	694
AFFORDABILITY Teachers' salaries have not increased	89	8	78	282	60	154	8	15	562
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher retention	160	7	59	223	33	125	1	11	553
TEACHING COUNCIL Reduce mandatory functions, services/activities	42	6	57	147	49	298	2	13	510
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher shortage	142	2	46	146	29	131	3	7	429
TEACHING COUNCIL Improve transparency of Teaching Council's costs	61	1	45	193	46	134	4	8	396
TEACHING COUNCIL Reduce Teaching Council's costs	43	2	40	175	44	158	3	8	384
FEE AMOUNT Support smaller fee increase	88	6	34	141	36	105	4	7	332

	ECE	MĀORI MEDIUM	ENGLISH MEDIUM	PRIMARY	INTERMEDIATE	SECONDARY	TERTIARY	OTHER	TOTAL
FEE AMOUNT Support fee increase	52	5	38	118	27	96	11	21	267
FEE AMOUNT Revenue gathering	21	3	33	100	29	122	1	6	261
TEACHER RECRUITMENT/RETENTION Concern with fee increases during pandemic	40	5	34	143	32	67	0	4	257
AFFORDABILITY New teachers earn less	38	3	26	108	17	89	4	6	252
AFFORDABILITY ECE teachers earn less	219	1	7	12	1	8	5	0	249
FEE AMOUNT Levy too high	40	6	33	109	24	86	2	8	247
TEACHING COUNCIL FUNDING Government should fund Teaching Council	15	4	15	83	24	95	2	9	215
TEACHER RECRUITMENT/RETENTION Fee increase/levy will impact teacher wellbeing	44	2	14	82	11	41	0	3	178
AFFORDABILITY Part time/relief teachers earn less	39	4	17	91	18	46	3	3	173
FEE AMOUNT Fee/levy should recognise differences in salaries	69	3	16	54	15	48	5	5	170
TEACHING COUNCIL FUNDING Teachers should not pay any fee/levy	9	0	13	69	19	82	1	3	166
FEE AMOUNT Opposed to levy	13	4	16	69	18	70	2	5	155
AFFORDABILITY Teachers with families have higher costs	32	6	16	70	11	29	2	0	138
AFFORDABILITY Consider payment by instalments	35	2	14	52	11	27	1	4	118
TEACHING COUNCIL FUNDING Employers should pay fees/levies	12	1	8	34	7	35	1	2	89
CONSULTATION Not enough information	16	1	9	29	11	28	1	6	77
CONSULTATION Concerns regarding consultation	6	3	6	28	7	39	2	1	77

	ECE	MĀORI MEDIUM	ENGLISH MEDIUM	PRIMARY	INTERMEDIATE	SECONDARY	TERTIARY	OTHER	TOTAL
FEE AMOUNT Inflation adjusted increase acceptable	3	0	2	17	6	33	1	1	56
TEACHING COUNCIL FUNDING Seek alternative sources of funding	9	1	5	20	5	18	1	1	50
TEACHING COUNCIL Remove/disband Teaching Council	1	1	4	13	6	27	0	1	44
TEACHING COUNCIL FUNDING Users pay for services used	1	0	4	7	2	23	0	1	35
AFFORDABILITY Auckland teachers have higher costs	3	3	3	18	6	5	0	2	34
FEE AMOUNT Decrease fees	4	0	1	12	2	7	0	1	26
FEE AMOUNT Opposed to late fees	2	1	1	8	3	11	1	0	19
AFFORDABILITY LAT earn less	0	0	2	3	3	15	0	2	19
AFFORDABILITY Assistance needed in paying fees	2	0	2	6	0	1	0	0	9
CONSULTATION Opposed to repeat consultation	0	0	2	2	1	3	0	0	5
CONSULTATION Further consultation needed	1	0	1	1	1	3	0	0	5
FEE AMOUNT Incentivise early applications	0	0	0	0	0	1	0	0	1
CONSULTATION Too much information	0	0	0	0	0	1	0	0	1
CONSULTATION Information too complex	0	0	0	1	0	0	0	0	1

Table 58: (Q2) What do you think about the proposed increases to Teaching Council fees? By Professional Status

	REGISTERED BUT NO CURRENT PRACTISING CERTIFICATE	REGISTERED AND HOLD A CURRENT FULL PRACTISING CERTIFICATE (CATEGORY ONE OR CATEGORY TWO)	REGISTERED AND HOLD A CURRENT PROVISIONAL PRACTISING CERTIFICATE	HOLD A CURRENT LIMITED AUTHORITY TO TEACH	OTHER	TOTAL
FEE AMOUNT Fee increase too high	23	2700	308	14	15	3142
FEE AMOUNT Opposed to fee increase	13	1779	184	6	7	2079
TEACHING COUNCIL Concern regarding value that the Council provides	12	1647	152	2	6	1888
AFFORDABILITY Teachers generally underpaid/undervalued	12	1388	195	10	4	1667
AFFORDABILITY Impact of high inflation on cost of living	4	590	62	3	0	694
AFFORDABILITY Teachers' salaries have not increased	2	490	49	1	0	562
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher retention	3	439	63	3	2	553
TEACHING COUNCIL Reduce mandatory functions, services/activities	3	431	44	1	0	510
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher shortage	1	349	58	3	3	429
TEACHING COUNCIL Improve transparency of Teaching Council's costs	4	339	44	3	1	396
TEACHING COUNCIL Reduce Teaching Council's costs	1	324	32	2	0	384
FEE AMOUNT Support smaller fee increase	2	290	30	0	0	332
FEE AMOUNT Support fee increase	2	246	15	1	1	267

	REGISTERED BUT NO CURRENT PRACTISING CERTIFICATE	REGISTERED AND HOLD A CURRENT FULL PRACTISING CERTIFICATE (CATEGORY ONE OR CATEGORY TWO)	REGISTERED AND HOLD A CURRENT PROVISIONAL PRACTISING CERTIFICATE	HOLD A CURRENT LIMITED AUTHORITY TO TEACH	OTHER	TOTAL
FEE AMOUNT Revenue gathering	3	216	24	0	1	261
TEACHER RECRUITMENT/RETENTION Concern with fee increases during pandemic	0	227	16	2	0	257
AFFORDABILITY New teachers earn less	1	178	66	0	1	252
AFFORDABILITY ECE teachers earn less	2	198	28	0	1	249
FEE AMOUNT Levy too high	2	222	21	1	1	247
TEACHING COUNCIL FUNDING Government should fund Teaching Council	0	181	22	0	0	215
TEACHER RECRUITMENT/RETENTION Fee increase/levy will impact teacher wellbeing	1	141	20	2	2	178
AFFORDABILITY Part time/relief teachers earn less	5	135	18	4	1	173
FEE AMOUNT Fee/levy should recognise differences in salaries	3	129	18	4	1	170
TEACHING COUNCIL FUNDING Teachers should not pay any fee/levy	1	140	21	0	0	166
FEE AMOUNT Opposed to levy	1	140	12	1	1	155
AFFORDABILITY Teachers with families have higher costs	0	114	16	0	1	138
AFFORDABILITY Consider payment by instalments	3	105	9	0	1	118

		REGISTERED BUT NO CURRENT PRACTISING CERTIFICATE	REGISTERED AND HOLD A CURRENT FULL PRACTISING CERTIFICATE (CATEGORY ONE OR CATEGORY TWO)	REGISTERED AND HOLD A CURRENT PROVISIONAL PRACTISING CERTIFICATE	HOLD A CURRENT LIMITED AUTHORITY TO TEACH	OTHER	TOTAL
TEACHING COUNCIL FUNDING Employers should pay fees/levies		0	73	11	0	0	89
CONSULTATION Not enough information		0	71	7	0	0	77
CONSULTATION Concerns regarding consultation		0	61	4	0	0	77
FEE AMOUNT Inflation adjusted increase acceptable		1	37	5	0	0	56
TEACHING COUNCIL FUNDING Seek alternative sources of funding		0	40	7	0	0	50
TEACHING COUNCIL Remove/disband Teaching Council		0	39	3	0	0	44
TEACHING COUNCIL FUNDING Users pay for services used		0	28	3	0	0	35
AFFORDABILITY Auckland teachers have higher costs		0	28	4	0	0	34
FEE AMOUNT Decrease fees		0	17	8	0	1	26
FEE AMOUNT Opposed to late fees		0	18	1	0	0	19
AFFORDABILITY LAT earn less		0	13	0	2	0	19
AFFORDABILITY Assistance needed in paying fees		0	7	2	0	0	9
CONSULTATION Opposed to repeat consultation		0	4	1	0	0	5
CONSULTATION Further consultation needed		0	4	0	0	0	5

	REGISTERED BUT NO CURRENT PRACTISING CERTIFICATE	REGISTERED AND HOLD A CURRENT FULL PRACTISING CERTIFICATE (CATEGORY ONE OR CATEGORY TWO)	REGISTERED AND HOLD A CURRENT PROVISIONAL PRACTISING CERTIFICATE	HOLD A CURRENT LIMITED AUTHORITY TO TEACH	OTHER	TOTAL
FEE AMOUNT Incentivise early applications	0	0	0	0	0	1
CONSULTATION Too much information	0	1	0	0	0	1
CONSULTATION Information too complex	0	1	0	0	0	1

Table 59: (Q2) What do you think about the proposed increases to Teaching Council fees? By Role

	TEACHER	TEACHER EDUCATOR	HOLDER OF A LAT	LEADER OR PRINCIPAL	PEAK BODY	UNION	PART TIME/RELIEF TEACHER	OTHER	TOTAL
FEE AMOUNT Fee increase too high	2723	99	10	418	2	26	273	107	3142
FEE AMOUNT Opposed to fee increase	1769	74	5	247	4	14	89	65	2079
TEACHING COUNCIL Concern regarding value that the Council provides	1636	70	3	244	5	15	102	59	1888
AFFORDABILITY Teachers generally underpaid/undervalued	1451	41	7	205	1	13	134	59	1667

	TEACHER	TEACHER EDUCATOR	HOLDER OF A LAT	LEADER OR PRINCIPAL	PEAK BODY	UNION	PART TIME/RELIEF TEACHER	OTHER	TOTAL
AFFORDABILITY Impact of high inflation on cost of living	596	23	2	85	2	3	50	29	694
AFFORDABILITY Teachers' salaries have not increased	501	20	2	62	0	7	32	19	562
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher retention	458	14	3	63	0	8	66	20	553
TEACHING COUNCIL Reduce mandatory functions, services/activities	445	16	1	56	1	4	32	19	510
TEACHER RECRUITMENT/RETENTION Fee increase/levy will worsen teacher shortage	372	6	2	54	0	7	46	16	429
TEACHING COUNCIL Improve transparency of Teaching Council's costs	348	20	4	53	2	1	22	14	396
TEACHING COUNCIL Reduce Teaching Council's costs	323	7	1	56	1	5	28	9	384
FEE AMOUNT Support smaller fee increase	283	15	0	52	2	3	31	11	332
FEE AMOUNT Support fee increase	208	17	1	58	2	1	28	14	267
FEE AMOUNT Revenue gathering	219	11	0	31	0	2	13	11	261
TEACHER RECRUITMENT/RETENTION Concern with fee increases during pandemic	215	8	2	40	1	0	23	12	257
AFFORDABILITY New teachers earn less	226	4	0	24	0	6	36	8	252
AFFORDABILITY ECE teachers earn less	181	13	0	65	1	1	25	14	249
FEE AMOUNT Levy too high	219	12	0	32	1	7	28	11	247
TEACHING COUNCIL FUNDING Government should fund Teaching Council	167	6	0	36	1	3	21	4	215



	TEACHER	TEACHER EDUCATOR	HOLDER OF A LAT	LEADER OR PRINCIPAL	PEAK BODY	UNION	PART TIME/RELIEF TEACHER	OTHER	TOTAL
TEACHER RECRUITMENT/RETENTION Fee increase/levy will impact teacher wellbeing	148	8	2	25	0	0	9	2	178
AFFORDABILITY Part time/relief teachers earn less	138	6	3	14	0	3	173	13	173
FEE AMOUNT Fee/levy should recognise differences in salaries	122	9	3	28	1	2	78	19	170
TEACHING COUNCIL FUNDING Teachers should not pay any fee/levy	147	8	1	15	0	1	6	5	166
FEE AMOUNT Opposed to levy	136	5	1	25	1	0	9	3	155
AFFORDABILITY Teachers with families have higher costs	122	7	0	13	1	0	13	6	138
AFFORDABILITY Consider payment by instalments	99	5	0	19	1	2	14	4	118
TEACHING COUNCIL FUNDING Employers should pay fees/levies	78	0	0	9	0	1	6	5	89
CONSULTATION Not enough information	65	8	0	13	0	0	2	5	77
CONSULTATION Concerns regarding consultation	60	6	0	11	1	0	4	2	77
FEE AMOUNT Inflation adjusted increase acceptable	40	1	0	8	0	1	3	5	56
TEACHING COUNCIL FUNDING Seek alternative sources of funding	41	4	0	5	0	0	2	2	50
TEACHING COUNCIL Remove/disband Teaching Council	42	1	0	1	0	0	3	2	44
TEACHING COUNCIL FUNDING Users pay for services used	29	0	0	3	0	0	1	2	35
AFFORDABILITY Auckland teachers have higher costs	28	1	0	5	0	1	1	1	34
FEE AMOUNT Decrease fees	25	0	0	2	0	0	2	2	26
FEE AMOUNT Opposed to late fees	17	2	0	0	0	0	0	1	19

	TEACHER	TEACHER EDUCATOR	HOLDER OF A LAT	LEADER OR PRINCIPAL	PEAK BODY	UNION	PART TIME/RELIEF TEACHER	OTHER	TOTAL
AFFORDABILITY LAT earn less	11	0	2	1	0	0	11	3	19
AFFORDABILITY Assistance needed in paying fees	6	0	0	4	0	0	0	0	9
CONSULTATION Opposed to repeat consultation	5	0	0	0	0	0	1	0	5
CONSULTATION Further consultation needed	4	0	0	1	0	0	0	0	5
FEE AMOUNT Incentivise early applications	0	0	0	0	0	0	0	0	1
CONSULTATION Too much information	1	0	0	0	0	0	0	0	1
CONSULTATION Information too complex	1	0	0	0	0	0	0	0	1