

# Minutes

MEETING SUBJECT:	Minutes of the Meeting of the Governing Council of the Teaching Council of Aotearoa New Zealand – Fees and Levy Consultation
DATE OF MEETING:	28 April 2022
TIME OF MEETING:	8.00am to 3.00pm
VENUE:	Teaching Council - Wellington
ATTENDEES:	Nicola Ngarewa (Chair), Elg Anderson, Lorraine Carr, Ripeka Lessels, Patrick Walsh, Clare Wells, Pip Woodward, Clair Edgeler, Pat Newman, Jenny Ritchie, Frian Wadia  Lesley Hoskin (CE), Pauline Barnes (DCE – PS), Clive Jones (DCE- OS), Tamahau Rowe (Tātai Heke Māori), Charlotte McInnes (Chief People Officer), [REDACTED] [REDACTED]
GUESTS	[REDACTED] Melanie Webber (PPTA), Susan Haugh (PPTA), Kathleen Kaveney (PPTA), Bruce Jepson (Te Akatea), Tracey Fraser (Te Akatea), Vaughan Couillant (SPANZ), Louise Anaru (SPANZ), Deidre Shea (SPANZ)
APOLOGIES:	Mike Rondel, Dagmar Dyck

## 1. Opening Remarks

The meeting started with an in committee at 8.00am

Clive Jones, Pauline Barnes, Tamahau Rowe, [REDACTED] Charlotte McInnes, [REDACTED] and Ian McEwan joined at 8.10am

## 2. Items for Information

### 2.1 Recap and report back on actions from 14 April hui

The CE provided the Governing Council with a recap of the actions that came from the 14 April fees and levy consultation hui. The Council were informed that there are possibilities to reduce costs, however they must weigh up the risks and trade-offs that come with these. The CE advised the Council that some in-principle decisions should be made in this meeting and that consultation may be needed based on those decisions.

The Council discussed the impact of consultations on Teaching Council staff and other work areas. They also discussed the contents of the report and the areas they found surprising such as the number of part-time teachers in the profession. They were advised that following the fees and levy consultation process, information on the number of part-time and relieving teachers will be passed onto the relevant organisation, for example the Ministry of Education.

### 2.2 Options for potential savings

DCE- Professional Services presented the Governing Council with options for potential savings. The CE and DCE- PS advised the Council that the reductions outlined were as far as they could currently go without policy and legislative changes.

The Council discussed the various ways costs could be reduced under each pou, prior to making in-principle decisions.

- Vacancies: Could be predicted in budget forecast, however if the budget for unfilled vacancies is removed there is the risk of having to use reserves to cover salaries. The Council discussed the concern of increased workload on current staff but were assured that temporary staff would continue to be used where required.
- Reduce funds for strategic initiatives
- Travel: The Council discussed the possibility of reducing travel costs by holding more meetings virtually. This reduction could be applied to the Governing Council, ITE, Advisory Groups and Teaching Council staff.
- ITE: [REDACTED]  
[REDACTED] The Council could step back in the ITE space, however this would likely impact progress in the area and the investments made to date. Direct services to ITE providers can be recovered on an actual and reasonable basis, as agreed through contractual arrangements.
- Delay projects: The Council discussed the option to delay upcoming work such as the refresh of the *Code | Ngā Tikanga Matatika* and *Standards | Ngā Paerewa*.
- Reserves: The Council were advised that the reserves meet the requirements of the Reserves Policy, however there is risk in using these. It was noted that should the fees and levy increase there may be an influx of early applications that would put a strain on the registration team. A fund from the reserves may be needed to process the additional applications.

The Council confirmed how much difference the suggested cost reductions would make to teachers (per certificate).

The Council reiterated the importance of not raising the fees and levy significantly again in the future and that incremental raises would be a win for the profession.

**Action: Ensure the need for incremental raises to the fees and levy and avoiding the current situation is communicated to the profession.**

### 2.3 Consultation timeline and progress update

### 2.4 Consultation feedback report

[REDACTED] joined the meeting at 9.03am

[REDACTED] presented the Council with overview and analytics of the consultation submissions received. The Council were informed that a significant majority of submitters were opposed to the increase with the biggest opposition being the primary sector. Other key themes included:

- Requests for Government funding due to the Government's responsibility for giving the Teaching Council its mandatory functions
- Requests for employers to be able to pay for the teachers' fees and levy
- Remain on a three-year fees and levy setting period
- Small amount of support for third party after pay and payment by instalment options. The Council were informed that the number in support for this option dropped significantly when potential additional costs were added.
- Increasing the fees and levy would disincentivise people from staying in the profession, particularly for part-time and relieving teachers and holders of LATs.

A significant theme of transparency and communication from the Teaching Council came through. The Council were advised that submitters were asking for more information on what value the Teaching Council brings them, comparison of proposed fees to those of other professions, and what the Teaching Council is doing with the funds.

Peak body submissions were confirmed to be included in the analysis.



The Council asked [REDACTED] for advice on future consultation surveys. [REDACTED] informed the Council that while there is no perfect number of questions, less tends to be better, and quantitative questions with a comment space at the end tends to work well.

### 3. Items for Review

#### 3.1 PPTA Oral Submission

*Melanie Webber, Susan Haugh and Kathleen Kaveney joined the meeting at 10.00am*

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

*Melanie Webber, Susan Haugh and Kathleen Kaveney left the meeting at 10.30am*

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**3.3 Te Akatea Oral Submission**

*Bruce Jepsen and Tracey Fraser joined the meeting at 11.05am*

[Redacted]

[Redacted]

[Redacted]

[Redacted]

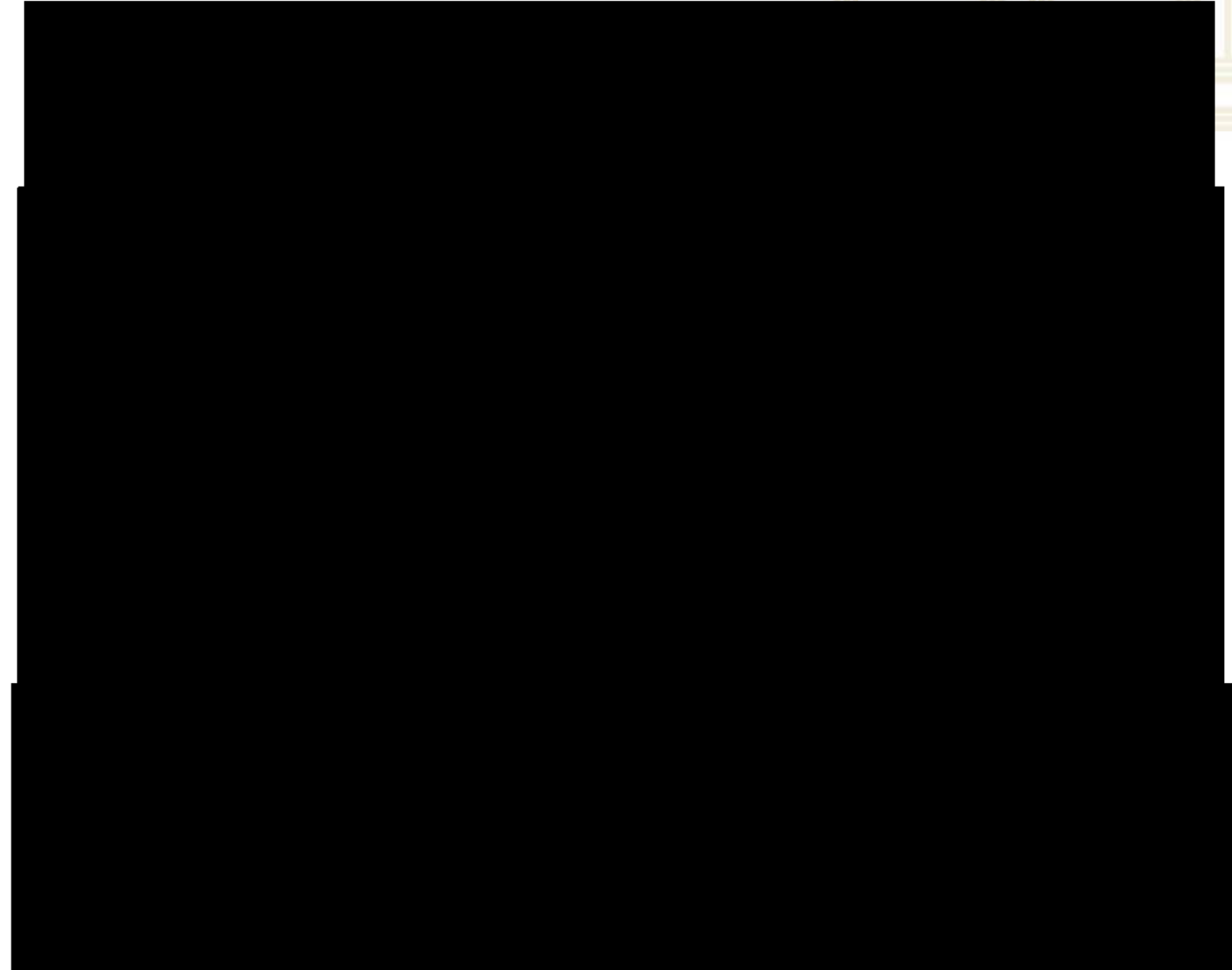
[Redacted]

**4. Legal Advice**

[Redacted]

*Adeen Boadita- Cormican joined the meeting at 11.45am*

[Redacted]




*Aedeen Boadita- Cormican left at 12.14pm  
The Council broke for lunch at 12.15pm  
Meeting reconvened at 12.35am. Jenny Ritchie re-joined the meeting*

## **5. Items for Review (continued)**

5.1 Feedback or submissions not covered elsewhere

5.2 SPANZ Oral Submission

*Vaughan Coullant, Deidre Shea and Louise Anaru joined the meeting at 1.05pm*



Vaughan Couillant, Deidre Shea and Louise Anaru left the meeting at 1.17pm

## 6. Items for Discussion

### 6.1 Preliminary conclusions and in-principle decisions on submissions

The Council discussed the questions of the consultation in detail and made some in-principle decisions.

#### *Question 2- Charge the same levy for teachers and for holders of LATs*

The Council discussed the different services and benefits for teachers and holders of LATs. Further information was sought on what portions of the levy should apply to LAT holders.

**In principle decision: No, further information requested.**

**Action: Explore the option of having a different levy that covers the area LAT holders benefit from.**

#### *Question 3- Charge a higher fee for overseas teachers for registration and their first Tōmua | Provisional practising certificate to reflect the additional costs involved in evaluating their applications*

The Council discussed the consultation feedback received for this question. The CE confirmed that the fees proposed are aligned with other professions and countries. Consideration included acknowledging processing applications from overseas-trained teachers take more time and effort to evaluate. It was noted this does not apply to NZ-trained teachers. Consideration was given to the potential impact on attracting overseas-trained teachers.

**In principle decision – agreed to increase the fee to \$100 as consulted on**

#### *Question 4- Charge a higher fee for Tōmua | Provisional or Pūmau | Full (Category Two) certificated teachers applying for a Tūturu | Full (Category One) practising certificate, to reflect the additional costs involved in evaluating those applications*

The Council discussed the consultation feedback for this question. Consideration included that implementation of Hapori Matatu, the new *Registration Policy* and the Professional Growth Cycle has reduced time and effort required of Registration Officers in evaluating applications.

**In principle decision- Not increase the fee and levy to \$100**

**In principle decision 2- Remove the current component in existing fee**

The Teaching Council could potentially absorb any additional work in moving a teacher from a Tōmua | Provisional or Pūmau | Full (Category Two) practising certificate to a Tūturu | Full (Category One) practising certificate.

**Action: Membership card. Is there an option to have a digital card like My Vaccine Pass?**

#### *Question 5- Continue to fund the cost of providing conduct and discipline functions collectively from all teachers and holders of LATs*

The Council discussed the fairness of all teachers and holders of LATs paying for conduct and discipline functions equally. It was noted LATs are not subject to competency processes. Consideration was given to the collective professional responsibility necessary to protect the status and standing of the teaching profession.

**In principle decision- Agreed teachers and LAT holders should pay the same**



*Question 6- Continue to fund the cost of establishing standards for initial teacher education qualifications and approving ITE programmes collectively from all teachers and holders of LATs with ITE providers contributing towards approval, review and monitoring of their programmes.*

The Council had a brief discussion on this question and agreed to revisit the conversation as part of the cost-saving discussion. Consideration was also given to LAT holders who are not registered teachers who have entered the profession through ITE.

**In principle decision – adjust proposal to exclude LATs**

*Question 7- Explore the viability of a ‘buy now, pay later’ instalment option for payment of fees and the levy*

The Council noted the consultation feedback did not have strong support for this option. It was noted there would be additional costs incurred in providing this option. Consultation feedback also showed that individuals did not want extra costs with these options.

**In principle decision- do not proceed with this option**

*Question 8- Explore the viability of options to pay fees and levy by instalment, in regular, small amounts.*

The Council noted that there are costs in continuing to explore this option and that the consultation feedback did not have strong support. The Council discussed the option of creating an internal process that would allow teachers to pay in two instalments.

**In principle decision- continue to explore options**

*Question 9- Fix fees and levy for a three-year period*

The Council noted that a three-year period was the preferred option in the consultation feedback.

**In principle decision- fix the fees and levy for a three-year period**

*Question 10- Increase the late fee from \$50 to \$100*

The Council noted the feedback from the consultation that increasing the late fee would be double penalising those who are already struggling to pay their fees.

**In principle decision- do not increase late fee to \$100.**

DCE- Professional Services presented the Council with the proposed savings table. The following areas of potential savings were discussed:

#### *Vacancies*

The Council discussed the trends of vacancies within the Teaching Council and which teams they tend to come up in. It was acknowledged the number of vacancies and time to fill may vary. Temporary staff and contractors were engaged where appropriate but some roles (eg Registration Officers) require intensive training so are difficult to fill on a temporary basis. It was noted the risk can be mitigated through the use of reserves if necessary.

**In principle decision- accept potential savings of \$386,852 from vacant positions to lower the fees and levy**

#### *Board travel savings*

The Council discussed the option for the Council and Advisory Groups to meet online to reduce travel costs. It was noted the last two years has increased the practice of online hui. While in person meetings were preferred, the Council felt it was important to show compromise on their side when asking teachers to pay higher fees and a levy.

**In principle decision- accept potential savings of \$73,542 by committees and advisory groups meeting online.**

- **Note that there is value in advisory groups meeting in person for the first time to establish relationships**

#### *PR Travel*

The Council noted that CAC and DT meetings are occurring online more than not. It was confirmed that an in-person meeting will be held if requested by the individual involved. The value of kanohi ki te kanohi for building relationships was recognised.



**In principle decision- accept potential savings of \$100,000 by agreeing that CAC and DT meetings to be held online unless otherwise agreed**

#### *ITE Travel*

The Council discussed the options to reduce costs involving ITE travel. It was noted the last two years has increased the practice of online hui. The Council were advised that ITEAG is currently meeting online. The value of kanohi ki te kanohi for building relationships was recognised.

**In principle decision- accept potential savings of \$75,000 by reducing ITE travel costs**

#### *Priority police vets*

The Council discussed the importance of this service as it is something the profession has previously asked the Council to address. Significant improvements in processing times have been achieved over the last two years and it was noted these gains should not be compromised. It was noted that an efficient processing time is a significant measure that impacts directly on all principals, teachers and LATs.

**In principle decision— Declined potential saving - do not remove priority police vetting.**

#### *Processing efficiency in registration*

The Council were advised of the risk of banking on unknown efficiencies that would need to be found in the next three years to reduce the headcount by two. Consideration was given to the potential of further embedding of the Registration Policy, Hapori Mātatu and Professional growth Cycle to further streamline processes. It was noted any reduction in position/s would be achieved through attrition. The Council also discussed the increase to backlog when removing staff from this team.

**In principle decision – reduce potential savings by half to \$120,000 by reducing headcount by one through attrition**

#### *ITE- Additional recoveries and processing efficiency*

The Council discussed the options to recover the full cost of what the Teaching Council provides in the ITE space. This included the potential to pass on to providers the full cost of approval, monitoring as well as some specific services, eg exemption requests and graduate talks. It was noted we could reduce (but not stop) our work with providers and practitioners to strengthen things like authentic partnerships and our contribution to system policy.

**In principle decision – accept potential savings of \$400k through additional recoveries from ITE providers**

**In principle decision – reduce potential savings by half to \$100,000 through processing efficiencies**

#### *Projects*

The Council discussed the importance of having the ability to respond and contribute to projects that arise within the three-year period that of key importance to the profession, without relying on the reserves to fund these. The Council noted the potential to delay projects of lesser priority.

**In principle – reduce potential savings by half to 300k over 3 years.**

#### **Re-consultation**

The Council confirmed that if the decision was made to re-consult, it would be with different questions and outline the feedback received to date. The Council were reminded of the importance of re-consultation if court action is taken against them.

The decision to re-consult was put on hold for further deliberation by the Council.

**Action: Ask PPTA what was missing in the first consultation that we need to include this time**


**Action: Team draft a document that can be used for re-consultation or communicating a decision, depending on the Council's further deliberations and decisions.**

6.2 Discuss and agree if further information or analysis is required

## **7. Recap next steps**



The meeting adjourned at 3.08pm with a karakia.

Signed:   
Nicola Ngarewa  
Chair

Dated: 05/05/2022

