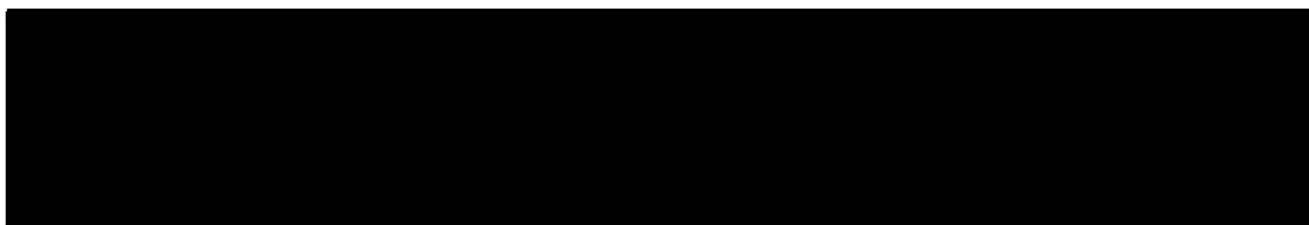


# Minutes

MEETING SUBJECT:	Minutes of the Meeting of the Governing Council of the Teaching Council of Aotearoa New Zealand
DATE OF MEETING:	Thursday 17 <sup>th</sup> December
TIME OF MEETING:	9:00am – 2:00pm
VENUE:	Matairangi Boardroom, Level 11, 7 Waterloo Quay
ATTENDEES:	Nicola Ngarewa (Chair), Lorraine Carr, Dagmar Dyck, Clair Edgeler, Pat Newman, Patrick Walsh, Pip Woodward, Jenny Ritchie, Ripeka Lessels,  Lesley Hoskin (CE), Pauline Barnes (DCE – PS), Clive Jones (DCE - OS), Tamahau Rowe (Tātai Heke Māori), [REDACTED], [REDACTED], Ian McEwan (CFO), [REDACTED], [REDACTED]
APOLOGIES:	Elg Anderson, Mike Rondel, Frian Wadia, Clare Wells



## 2. Fees & Levies – stakeholders & communications

The Governing Council noted the Summary of Feedback received at the first pre-consultation and feedback to stakeholders.



## 3. Update on stakeholder and teacher engagement

Tātai Heke Māori provided a verbal update to the Governing with what was previously discussed in the last Stakeholder hui.

## 4. Update on meeting with Minister of Education and request for government funding contribution to Council's mandatory functions

The DCE-PS updated the Governing Council on what was discussed with Minister Hipkins. This was a verbal discussion where the CE presented the idea of a tripartite agreement which would allow teachers to move to the full fee in a two-step process. . There was a clear indication from the Minister this was not an option the government was considering. The Minister was very clear that there would be no further funding available to the Council for its mandatory functions.

## 5. Whare narrative of the Teaching Councils role and value for the profession

The Governing Council noted the Fees and Levies consultation plan.

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The Tātai Heke Māori gave a verbal update on how to translate the project to a Te Tiriti lead approach. There was a robust discussion around shifting the mind-set to not be fixed in costs. The Communications team will package it in a way that will make it palatable for teachers in this space, with aligning functions to ensure the profession is safe.

The policy team and the Tikanga Advisor are working together to create a proposal.

The Governing Council agree and support the decision for a Te Tiriti lead approach and noted that it's important to tell a story that isn't fixed in fees and levies.

## 6. Consultation Plan and timeline

Senior Policy Advisor updated the Governing Council with the consultation timeline and the next draft of the paper with the final signoffs in early February.

There is a possibility to have engage with the Minister with another briefing, prior to consultation.

The Whare model needs to be clear when creating the document.

The Governing Council:

1. **Noted** the Governing Council was previously provided with an overview of themes from the feedback received during pre-consultation discussions with stakeholders that took place in September, October and November 2021.
2. **Discussed** and **Agreed** the proposed structure and content for the consultation document on 2022 fees and levies.
3. **Discussed** the analysis of options provided from the pre-consultation discussions and feedback and **Decided** whether to agree / disagree / or amend each.

## 7. Options for Consultation

The policy team went through all the feedback from the discussions, including stakeholder feedback. The Governing Council discussed the options and provided a direction for further investigation into options.

The Governing Council:

1. **Notes** the Governing Council was previously provided with an overview of themes from the feedback received during pre-consultation discussions with stakeholders that took place in September, October and November 2021.
2. **Discusses** and **Agrees** the proposed structure and approach for the consultation document on 2022 fees and levies.
3. **Discussed** the analysis of options provided from the pre-consultation discussions and feedback and **Decides** whether to agree / disagree / or amend each.

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## Recommendations

22. Consultation on fees and levies will take place between Wednesday 16 February 2022 and Friday 01 April 2022.

Rationale - Feedback from stakeholders supported a consultation period outside of the summer holidays and that avoids the beginning of the school year. This period is two weeks longer than the 2020 consultation which commenced on 28 January 2020. This timeframe provides a longer period for feedback while also allowing analysis and decision-making to be undertaken in a timely manner, to meet a mid-year implementation goal. It reflects the consultation principle in the Treasury guidelines. It is possible that, as a result of feedback, the Governing Council may wish to reconsult on some aspects of the proposals. This timeframe does not include a contingency for this and the overall implementation goal may need to be amended should it be necessary to reconsult.

**Agree / Disagree / Amend**

23. Consultation on fees and levies will use the whare structure and narrative which will be integrated into the consultation document and form the basis of communications to teachers and stakeholders.

Rationale - This responds to the principles of authority, transparency and accountability outlined in the Treasury guidelines. It will assist in aligning the proposals in the consultation document with the Council's legislated functions and organisational values.

**Agree / Disagree / Amend**

24. Stakeholders will be given a summary of the decisions that the Governing Council has made on the design proposals for consultation and the rationale for each of these, after careful consideration of the pre-consultation feedback, ahead of the formal consultation commencing.

Rationale - This ensures the Council is adhering to the principles of consultation and accountability outlined in the Treasury guidelines. It aligns to the commitments made to stakeholders at the beginning of the pre-consultation work to seek their views and to clearly communicate decisions made because of these contributions.

**Agree / Disagree / Amend**

25. Registered teachers and holders of a Limited Authority to Teach (LAT) will be provided with a summary of the decisions that the Governing Council has made on the design proposals for consultation and the rationale for each of these, after careful consideration of the pre-consultation feedback, ahead of the formal consultation commencing.

Rationale - This ensures the Council is adhering to the principles of transparency, consultation and accountability outlined in the Treasury guidelines. It aligns to the commitments made to teachers, LAT holders and stakeholders to undertake an open and transparent process.

**Agree / Disagree / Amend**

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26. All Registered teachers and holders of a LAT will be sent a copy of the full consultation document.

Rationale – This ensures full information is available to all teachers and holders of a LAT so that they can provide informed feedback. This aligns to the transparency principle in the Treasury guidelines.

**Agree** / Disagree / Amend

27. All stakeholders will be sent a copy of the full consultation document.

Rationale – This ensures full information is available to all stakeholders, so that they can provide informed feedback. This aligns to the transparency principle in the Treasury guidelines.

**Agree** / Disagree / Amend

28. The Teaching Council will disclose the outcome of the request made to the Minister of Education to provide up to \$3.0 million per annum in operating funding as a partial contribution to Council's mandatory functions to allow any increases in fees and levies for teachers to be introduced more moderately in 2022.

Rationale – This ensures full information is available to all teachers, so that they can provide informed feedback. This aligns to the transparency, and accountability principles in the Treasury guidelines.

**Agree** / Disagree / **Amend**

Noted that the **Communications** around it is important.

29. Consultation on fees and levies will include detailed information about actual and reasonable costs and the level of fees and levies required to undertake all the Council's mandated functions. This will include break-down of costs according to functions and modelling of options where appropriate.

Rationale – This ensures full information is available to all teachers and stakeholders, so that they can provide informed feedback. This aligns to the transparency principle in the Treasury guidelines.

**Agree** / Disagree / Amend

30. Subject to Deloitte providing confirmation that a cost recovery period of 3 years is reasonable, the estimate of the actual cost of resources required for the Teaching Council to deliver its mandatory functions in the period FY2022/23 through FY2025/26 should include an estimate of the impact of inflation.

Rationale – This ensures full information is available to all teachers, so that they can provide informed feedback. This aligns to the transparency, and consultation principles in the Treasury guidelines.

**Agree** / Disagree / Amend

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31. Consultation on fees and levies will include an option for paying by instalment along with an indication of when this might be available in the future.

Rationale - This acknowledges the financial impact an increase in fees and levies has on individual teachers and provides a solution to enable the amount to be spread over a longer time period, while having less impact on Council budgets and systems.

Agree / Disagree / Amend

32. Consultation on fees and levies will include an option for a lower level of registration/certification service for teachers and relevant information in relation to quality and cost of the options available.

Rationale - Because this part of fees, costs and levies is an individual fee for each teacher, this provides an option for teachers to indicate their preference for the level of service to be provided, while having minimal impact on Council operations and finances. It aligns to the simplicity, effectiveness, and equity principles within the Treasury guidelines.

Agree / Disagree / Amend

33. Consultation on fees and levies will include an option for a lower level of service for applications for a LAT and relevant information in relation to quality and cost of the options available.

Rationale - Because this part of fees, costs and levies is an individual fee for each applicant, this provides an option for applicants to indicate their preference for the level of service to be provided, while having minimal impact on Council operations and finances. It aligns to the simplicity, effectiveness, and equity principles within the Treasury guidelines.

Agree / Disagree / Amend

34. Consultation on fees and levies will NOT seek feedback on whether the Council should retain the current level of fees and levies charged to teachers and holders of LATs.

Rationale - Financial modelling has determined the actual and reasonable costs for undertaking all the Council's mandated functions, which indicates that an increase is required to enable this work to continue and to maintain the current quality of service to teachers.

This option was considered under the effectiveness, efficiency consultation and equity principles of the Treasury guidelines.

Agree / Disagree / Amend

35. Consultation on fees and levies will NOT seek feedback on the desirability of a tiered approach to fees and levies based on teacher income.

Rationale - Whilst this option may address concerns about the ability to pay for some teachers, technical [REDACTED] The ability for Council's online application

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system to support the implementation of a tiered approach to fees and levies is currently unknown, and [REDACTED] Should substantial system changes be required to support such an approach, it will likely take 6-12 months to implement such changes.

Rationale - Financial impacts would likely to be considerable, with a significant deficit building over a short time period. This would impact on the Council's ability to undertake its functions and consequently to provide necessary services to teachers. A delay in implementing new fees and levies while any system changes were made would require the Council to use reserves to continue to fund the current operating deficit at an estimated rate of \$0.75 million per month. \$4.5 million to \$9.0 million.

This option was considered under equity and transparency principles of the Treasury guidelines.

Agree / Disagree / Amend

36. Consultation on fees and levies will NOT seek feedback on requiring a full user pays model for costs associated with disciplinary functions.

Rationale - A full user pays model does not recognise the interest all teachers have in there being a robust system for ensuring a high standard of teacher conduct. Instead, it places costs onto individual teachers who may also face employment consequences because of DT decisions.

Rationale - Where decisions are in favour of the teacher, costs would fall to the complainant or would need to be met by the Council, leaving an unknown additional financial impact on the Council's budgets.

This option was considered under the equity principle within the Treasury guidelines.

Agree / Disagree / Amend

37. Consultation on fees and levies will NOT seek feedback on proposals to seek further Government funding to meet the costs associated with the disciplinary function.

Rationale - The Government has clearly stated that its expectation is the Council is financially independent (other than leadership functions requiring government funding).

This option was considered under the authority principle within the Treasury guidelines.

Agree / Disagree / Amend

38. Consultation on fees and levies will NOT seek feedback on requiring a full user pays model for costs associated with the ITE function.

Rationale - The Act allows the Council to include in a levy some or all of the costs of approving ITE programmes. However, all teachers have a vested interest in the quality of the provision of Initial Teacher Education programmes. Shifting full costs to ITE providers means that ultimately student teachers (and therefore the future cohort of registered teachers) would bear these costs.

This option was considered under the equity principle within the Treasury guidelines.

Agree / Disagree / Amend

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39. Consultation on fees and levies will NOT seek feedback on adopting different timeframes for different practising certificate types.

Rationale - This option would result in limited cost savings per application, other than a small amount of administration costs, because costs for registration/certification are the actual amount to undertake this service.

Rationale - The option would be costly at a system level -it would require significant re-building of Hapori Matatū.

This option was considered under the simplicity, and effectiveness principles within the Treasury guidelines.

Agree / Disagree / Amend

**Action** DCE to find the volume of late fees and the financial impact.

Action - as above

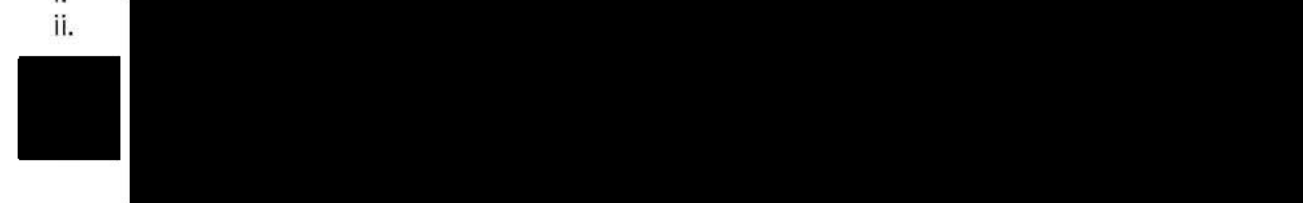
*Governing Council broke for lunch at 12.46pm*

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## 9. ITEMS FOR INFORMATION AND APPROVAL

The Governing Council:

- i. Noted the drafted letter from the Teaching Council in response to the PPTA
- ii.



It was noted for future items for approval to have additional information shared for clarity about the recommendation when voting out of cycle with Diligent.

## 10. COUNCIL CALENDAR, WORK PLAN AND ANY OTHER BUSINESS

There was no further business.

The meeting adjourned at 2:00pm with a Karakia.



Signed \_\_\_\_\_ Dated 24/02/2022  
Nicola Ngarewa  
Chair  
Teaching Council of Aotearoa New Zealand