

Minutes

MEETING SUBJECT:	Minutes of the Meeting of the Governing Council of the Teaching Council of Aotearoa New Zealand
DATE OF MEETING:	5 May 2022
TIME OF MEETING:	12.00pm to 3.00pm
VENUE:	Zoom
ATTENDEES:	Nicola Ngarewa (Chair), Elg Anderson, Lorraine Carr, Dagmar Dyck, Ripeka Lessels, Mike Rondel, Patrick Walsh, Clare Wells, Pip Woodward, Frian Wadia, Jenny Ritchie, Pat Newman Lesley Hoskin (CE), Pauline Barnes (DCE – PS), Clive Jones (DCE- OS), Tamahau Rowe (Tātai Heke Māori), Michael Thorn (Manager Policy and Implementation), Charlotte McInnes (Chief People Officer), [REDACTED] [REDACTED]
GUESTS	
APOLOGIES:	Clair Edgeler, Jenny Ritchie (till 1pm), Elg Anderson (from 2.00pm)

1. Opening Remarks and karakia

The meeting started with a karakia at 12.02pm

2. Minutes from prior hui

The Council **approved** the minutes as a true and accurate record of the meeting held on 28 April 2022.

**MOVED
SECONDED
CARRIED**

3. Items for Information

3.1 Review of 28 April Hui (verbal recap)

The CE provided the Council with a recap of the 28 April hui and an overview of the meeting ahead of them.

4. Items for Discussion

4.1 Fees and levy consultation- 'in principle' decisions, further modelling information and decision on whether to reconsult

Manager Policy and Implementation walked the Council through the papers to ensure they were understood prior to the Council making any further decisions. The Council were reminded that any in-principle decisions were able to be changed at the Council saw fit.

The Council were alerted to a point in the covering letter not addressed in the appendices, that the Teaching Council intends to share feedback received from the consultation with the Ministry of Education where it fits into their work.

Action: Reword paragraph 5 of the covering paper (or future communications) to note that the Council had access to all relevant information including the full PublicVoice analysis and all feedback received.

Appendix 1- In principle decisions in relation to 10 proposals

Manager Policy and Implementation reminded the Council of the in-principle decisions they had made on 28 April.

Appendix 2- Analysis of functions that relate to LAT holders

Manager Policy and Implementation advised the Council that multiple areas have been identified where the mandatory functions of the Teaching Council may not apply or benefit holders of LATs.

The Council noted the recommendation from staff that LAT holders are not charged the same levy as Registered Teachers.

Appendix 3- In principle decisions in relation to potential additional savings

Manager Policy and Implementation presented the potential additional savings based on the in-principle decisions made at the 28 April meeting. The Council were advised that the savings per teacher shown were an indicator rather than definite as final savings depend on further decisions.

Appendix 4- Impact of a combination of changes

Manager Policy and Implementation presented the Council with graphics to give an overview of the impact the in-principle decisions made on 28 April would have on Registered Teachers. It was noted that this appendix only looked at the impact on the proposed fees and levy for Registered Teachers.

Appendix 5- New proposed fees and levy incorporating in principle decisions

Manager Policy and Implementation presented this table to the Council.

Appendix 6- Re-Consultation or decisions

Manager Policy and Implementation presented the Council with the draft document for re-consultation or decisions. The Council were advised of updates and changes that would need to be made following from any further decisions made. Manager Policy and Implementation also noted that, if the Council did make a decision to re-consult, the wording and the questions would be subject to change based on feedback from PublicVoice and to ensure clarity.

The Council had a substantial discussion on the option to re-consult. The question of what constitutes a significant change was debated alongside the question of "fairness" [REDACTED]

[REDACTED] The Council discussed the importance of teachers having full clarity and understanding of the implications of the decisions they make when providing feedback. It was noted that in fairness to the entire profession, they should be given the chance to provide feedback on how the savings the Teaching Council has identified should be shared. In reference to the proposed decision to reduce the levy for LAT holders, the Council discussed whether Registered Teachers have a full understanding that by reducing this, the savings they could have received are also reduced. The Council were reminded that the previous judicial review identified that while the Council is made up of principals and teachers, they cannot assume they know how the profession think.

It was agreed that the decision to delegate authority to the Chair and Vice Chair to sign off the final document would be made at the end of the meeting, following any decisions made.

12.30 Lorraine Carr left the meeting

It was agreed that if the decision is made to re-consult, the consultation documents need to be simple, clear and outline any impact to the entire profession. The Council agreed that if savings to individual teachers is to be minimal, this should be highlighted up front in the document to give people the chance to decide whether that saving is worth reading further information on.

The CE confirmed that re-consultation would not be to appease the PPTA. The decision to re-consult would be made following the confirmation of the in-principle decisions made and whether they were considered significant and/or fair to the profession.

5. Items for Decision

5.1 Review in principle decisions

Deputy Chief Executive – Professional Services presented the Council with the in-principle decisions made on 28 April in regards to the options for potential savings identified by the Teaching Council. In-principle decisions were confirmed for the following potential savings options.

Vacancies

The Council discussed the wellbeing of existing staff and were reassured by the Executive that the intent is to forecast savings through vacancies, rather than claiming the savings at the end of the three-year period.

The Council voted in agreement of using the vacancies savings.

Board travel savings

The Council discussed the ability of meeting regionally to allow the Council to get in front of the profession across the country. It was confirmed that the board travel savings indicated only impacted the monthly Governing Council, Committee and Advisory Group meetings.

The Council voted not to use the board travel savings.

Project savings

DCE PS reminded board that the original saving was reduced following 28 April meeting to be reduced by \$100,000 annually. The Council discussed whether reducing funds given to projects would impact the ability of the Teaching Council to make effective changes in the spaces that the profession has asked for. It was confirmed that the impact would be on future projects, not those currently underway and that it may take longer to get work done with a reduced budget.

The Council voted in agreement to use the proposed project savings.

Jenny Ritchie joined the meeting at 1.18pm

PR Travel

The Council were informed that the new normal for CAC and DT meetings is now online as a result of adapting to the impact of Covid-19. The Council questioned the emotional impact to those involved if the meetings are held online. DCE-PS confirmed that individuals have the option to hold the meeting online or wait for a face-to-face meeting. The trend appears to be that more people are choosing the faster, online option.

The Council voted in agreement to use the proposed PR travel savings.

Lorraine Carr rejoined the meeting at 1.30pm

Priority police vets

A brief discussion was held where the Council agreed that the priority police vets were too important in improving service levels to remove.

The Council voted not to remove priority police vets.

Processing efficiency in registration

The Executive informed the Council that they believe they can [REDACTED] while maintaining the same service levels. The Council discussed the importance of the registration process as a core function but were reassured that the change would be due to system improvements and would not be attempting to complete the same work with less staff.

The Council voted in agreement of the proposed processing efficiency in registration savings.

Elg Anderson left the meeting at 1.40

Additional recoveries from ITE providers

Discussion was had around the option to recover additional costs from ITE providers. The Council were advised that they will have to go through a process to make this change, however it is something that would not require consultation with teachers.

The Council voted in agreement to the proposed additional recoveries from ITE providers savings.

Processing efficiency in ITE

The Council were advised that the Teaching Council is in a position where they could step back in some areas of ITE. A business-as-usual model could be created and the work in the ITE space could be redistributed.

The Council voted not to use the proposed processing efficiency in ITE savings.

ITE Travel

DCE-PS confirmed that ITE meetings are currently being held online. It was confirmed that the Council's decision on the above would not impact the savings outlined here.

The Council voted in agreement of the proposed ITE travel savings.

The Council took a break at 1.52pm

Meeting resumed at 2.10pm

The CFO gave the Council the updated quantum based on the decisions made on the proposed savings.

DCE-PS presented the Council with the in-principle decisions made in relation to the ten proposals of the consultation.

Question 1. Set fees and levy for teachers and holders of LATs (as set out in Tables 1 and 8), to cover the Council's actual and reasonable operating costs

The Council revisited their in-principle decision made on 28 April: **Yes**

MOVED
SECONDED
CARRIED

Question 2. Charge the same levy for teachers and for holders of LATs

The Council discussed their in-principle decision made on 28 April to charge LAT holders a reduced levy based on the functions they benefit from. DCE-PS spoke to 4.1. Appendix 2 which outlined the functions of the Council that do not directly benefit a LAT holder.

The Council voted in an in-principle agreement that LAT holders should not be charged the same levy as teachers.

MOVED
SECONDED
CARRIED

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 revisited their in-principle decision made on 28 April: **Yes, increase by \$100 as per consultation document.**

MOVED
SECONDED
CARRIED

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 revisited their in-principle decision made on 28 April: **No, adjust to remove proposed \$100 surcharge**

The Council were presented with modelling on this question and four potential options were identified:

- Leave as consulted (\$100 additional fee)
- Remain at the current additional fee (\$81)
- Reduce to estimate of actual additional cost (\$23)
- Charge no additional fee

The Council were reminded of their legal obligation to collect only actual and reasonable costs from the profession. The CFO took the Council through the impact each of the options would have on the fees and levy for an individual teacher over a three-year period. The Council weighed up the importance of encouraging individuals to progress to a full practising certificate and their obligation to charge actual and reasonable costs. It was also discussed whether the entire profession would support one group receiving the benefit of savings identified by the Teaching Council.

The Council voted to make an in-principle decision to adjust the fee for applying for a full practising certificate to reflect the actual additional cost (\$23).

MOVED
SECONDED
CARRIED

Elg joined the meeting at 2.26pm

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

The Council revisited their in-principle decision made on 28 April: **Yes**

MOVED
SECONDED
CARRIED

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 revisited their in-principle decision made on 28 April: **Adjust proposal to exclude LAT holders.**

MOVED
SECONDED
CARRIED

Question 7. Explore the viability of a 'buy now pay later' instalment option for payment of fees and the levy

The Council revisited their in-principle decision made on 28 April: **No, do not explore options further**

MOVED
SECONDED
CARRIED

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

The Council revisited their in-principle decision made on 28 April: **Yes, continue to explore options**

MOVED
SECONDED
CARRIED

Question 9. Fix fees and the levy for a three-year period, with an allowance for expected inflation over the period

The Council revisited their in-principle decision made on 28 April: **Yes, fix fees and the levy for a three-year period**

MOVED
SECONDED
CARRIED

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

The Council revisited their in-principle decision made on 28 April: **No, late fee to remain at \$50**

MOVED
SECONDED
CARRIED

5.2 Re-Consultation decisions

The CFO updated the Council on the impact on the fees and levy based off the decisions made in this meeting. It was noted that the change would be more significant for LAT holders and provisional teachers. The CE recommended that the Council make a decision on the option to re-consult [REDACTED]

A substantial discussion was had around the option to re-consult or share final decisions. Key points of this discussion included the risks and potential for a judicial review, exasperating members of the profession who do not want further consultation, and [REDACTED]

[REDACTED] The Council also weighed up the cost of re-consulting as part of their final decision.

The importance of giving the profession the chance to give feedback on the savings identified by the Council and how they are shared was discussed. The Council also noted the points for clarification that would be included in a re-consultation such as CPI figures.

[REDACTED]

The CE asked the Council to confirm the implementation date of the new fees and levy, noting that it would cost the Council [REDACTED] this is delayed.

The Council voted in agreement of 1 July being the implementation date of the new fees and levy.

Frian left at 3.21pm

5.3 Timeline update

5.4 Recap and next steps

6. Meeting close- Karakia

The meeting adjourned at 3.22pm with a karakia.

Signed:



Dated: 27/05/2022

Nicola Ngarewa
Chair

