



Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 31 July 2025	
WĀ TIME:	8:30am–3:00pm	
WĀHI VENUE:	Teaching Council office, Wellington, Teams videoconference (if required)	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	- Robyn Baker (Pou Whakarae Chair) - David Ferguson (Pou Whakarae Tuarua Deputy Chair) - Dr Sarah Brown - Heath Chittenden - Leanne Stewart - Liam Rutherford - Simon Curnow - Dr Lynnette Brice - Patrick Walsh - Cathy Wilson	
KAIMAHI STAFF ATTENDEES:	- Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Te Rau (Deputy Chief Executive Pou Kaiāwhā) - [REDACTED] (Principal Policy Analyst), [REDACTED] (Senior Policy Analyst) – item 5 - [REDACTED], (Performance and Reporting Analyst) – item 6 - Ian McEwan (Chief Financial Officer) – Items 6 and 7 - [REDACTED] (Lead Governance Advisor)	
WHAKAPĀHA APOLOGIES:	- Tom Gott - Pat Newman - Andrée Atkinson	

DCE Tamahau Te Rau opened the meeting with a karakia.

1. In-committee

The Governing Council had In-Committee time.

2. Opening items

2.1 Apologies

The Chair recorded apologies from Tom Gott, Andrée Atkinson and Pat Newman.

2.2 Interest Register

The Council noted the Interest Register and the Chair reminded members to send any changes to the Governance Advisor to update the register.

2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 26 June 2025 were approved as a true and accurate record.

DECISION GC20250731/2a: The Council approved the minutes from the meeting on 26 June 2025 as a true and accurate record of the meeting.

2.4 Action List

It was noted that all action items were completed and closed at the end of the last Council term in June 2025.

3. Reflections from Induction Day

Council members provided reflections on the responsibilities and expectations of how to bring the views of their networks to the table, and it was noted that this will be an area for discussion at the second induction day on 27 August 2025.

Communications protocols around informing Governing Council members of topical issues were discussed.

Governance professional learning and development courses, and Diligent training, were canvassed and will be followed up by the Governance Advisor.

4. Organisational Performance

The Chief Executive (CE) updated Council members on staff changes including proposed organisational changes currently out for consultation with staff.

The CE outlined the intention of the proposed changes to reset and realign resources, people and functions as part of repositioning to focus collaboratively on key priorities. It was noted that the Government's education priorities, including those outlined in the Government Policy Statement, require us to reconsider how we deliver our statutory functions.

The re-prioritisation of activities and shift in resources was discussed. The impact of the proposed changes on staff was noted and acknowledged, while recognising that the purpose of the changes is to ensure that the Teaching Council is well positioned to deliver on its future obligations and priorities.

4.1 Chief Executive's Report

The CE's report was taken as read. The Council discussed key updates, noting:

- the implications of the early childhood education (ECE) regulation reforms and the upcoming funding review.
- the process and requirements for processing overseas applications, including data sharing opportunities and understanding where the system influences and levers are.
- the strategic shift in our engagement approach and how we communicate and engage with the profession and our wider stakeholders to ensure our work reflects the value we place on teachers and the profession.

The CE updated members on other key priority areas, including:

- the development of Standards for the Teaching Profession through the lens of Te Matakahuki to support the Māori education pathway.
- ongoing conversations with peak bodies and unions on Principal Standards (which are included in the Statement of Government Policy) to understand the different views and thinking on this.
- socialising our work on induction and mentoring with a view to strengthening the connection with what is learned in ITE and ensuring mentor teachers are supported to do that role well so that beginning teachers are supported as they enter the profession.

There was broad discussion of ITE in general including:

- the ITE programme landscape, noting some of the review and monitoring requirements have been paused until after the new standards have been incorporated into the ITE programmes.

- the preparedness of ITE graduates and expectations needing to be aligned with what the system is designed to deliver, taking into account any relevant government policy directions.
- the skillset required for mentors of trainee/beginner teachers and how this can best be supported and resourced.
- the importance of ITE system design to align the system with the sector's expectations and ensure the teaching workforce is well-prepared to meet the needs of learners.
- looking at international ITE experience to see what we can learn.

For the Governing Council's information, DCE Clive Jones talked through the nature of external legal costs associated with Disciplinary Tribunal (DT) cases and the ongoing expected reduction in DT cases post the 2023 law change. Members were briefed on the need to balance costs with natural justice and procedural fairness, ensuring the ability to administer the conduct area is balanced with affordability.

4.2 Issues Register

The Council received the Issues Register and noted the updates provided.

The increasing complexity/duration of issues and tendency for litigants to raise matters with multiple agencies or organisations was discussed.

4.3 Monthly Performance Dashboard

The Council noted the monthly performance dashboard and discussed the operational data and metrics including the continued high number of applications and the split of registrations between domestic and overseas applicants.

4.4 Health, Safety and Wellbeing Dashboard

The Council received the Health, Safety and Wellbeing dashboard and discussed the context behind the metrics.

5. Items for Discussion

5.1 Relief teacher pathways consultation

The Chair reiterated that the intent of the paper is to provide background for a Governing Council discussion in the next couple of months where Council members will be asked to make decisions on policy proposals intended to better support relief teachers.

The Chair recapped that in the Minister's Statement of Government Policy (SoGP) the Minister included consideration of alternative registration and certification requirements for relief teachers with the aim of improving flexibility and addressing relief teacher supply and workforce challenges.

Management briefed Council members on the collective work with the Minister and Ministry of Education to date and the resulting implementation of various temporary policy changes over the last few months to help and address staffing pressures.

Management recapped that the previous Governing Council agreed on 1 May 2025 to proceed with public consultation seeking feedback on proposals to create better pathways for relief teachers.

Consultation began on 19 June 2025 and to help inform the direction of the proposals, staff met with representatives from PPTA, NZEI and the Ministry of Education during the policy development process.

Governing Council members discussed:

- the value in understanding specific sector feedback as part of the analysis of responses.

- the different cohorts of relief teachers and the need to consider solutions that address teacher supply more broadly.
- work underway with MoE's data and insights team to provide a snapshot of the current state of relief teaching across the country to help support an understanding of the workforce.
- defining what a 'relief teacher' is in the context of other 'relief' type teachers such as those who cover classroom release time for example.
- the need to consider innovative, commonsense solutions given the systemic and historic nature of the relief teacher workforce issue – balanced with an understanding of the system as a whole.

An update was provided to members on the number of responses and nature of consultation feedback received so far. It was noted that work is underway to analyse the feedback and identify key themes. A summary of the consultation responses, along with full submissions from key stakeholders, will be presented to the Governing Council within the next couple of months for the Governing Council to make decisions on the policy proposals.

6. Strategy and Planning

6.1 Business Plan

By way of context the Chair summarised how the annual business plan fits together with the current strategic plan, noting that the strategic plan sets out the high-level vision and priorities of what the Council plans to achieve for the teaching profession over the next few years.

The Chair reiterated that the strategic plan sets the high-level 'what' and the more detailed internally focused 'how' is captured in the business plan which gives attention to the environment in which the Council works and alignment with the Statement of Government Policy (SoGP), as well as the investments by the organisation to do the work.

DCE Tamahau Te Rau outlined to members that while the five strategic priorities guide the Council's outward-facing work, the business plan also acknowledges a sixth area of focus, being operational delivery.

It was discussed that operational work ensures the Council can act with integrity, agility, and impact. It includes the essential business-as-usual functions, such as our regulatory functions of ITE, registration and professional responsibility, our professional role which includes stakeholder engagement, the digital infrastructure, and our corporate role of financial stewardship, HR and internal capability. All of these activities enable the strategic priorities to be delivered effectively and sustainably.

DCE Tamahau Te Rau talked through the set of initiatives aligned to each strategic priority and discussed the dependencies around some activities. It was discussed that all six strategic priorities have clearly defined and measurable outcomes and performance measures, giving us visibility into both BAU performance and long-term change which will be discussed in item 6.2 on performance reporting.

6.2 Outcomes Framework and Performance Reporting

The CE recapped the big picture interdependencies between the Council's budget process, strategic priorities, business planning, and impact measurement and outcomes reporting.

It was noted that following the publication of our strategic plan in July 2024, we committed to building a robust outcomes framework to make our strategy measurable and support its implementation.

Council members received a presentation demonstrating that quarterly performance dashboards are now in place to track trends, targets, and insights across the organisation, with strategic project monitoring which links initiatives directly to the outcomes they are intended to influence.

The Chair reiterated the importance of the performance framework in giving visibility of how we are doing and in being able to show each team how they contribute to the Council's outcomes.

7. Finance, Audit and Risk

7.1 Summary Finance Reports

The summary finance reports were taken as read. Key points highlighted by DCE Tamahau Te Rau included:

- the forecast (advised in the April 2025 forecast paper) included a \$0.715 million contingency in the unallocated project fund. The forecast underspend on projects increased from \$0.715m in April to an underspend of \$0.968m at 30 June 2025. This funding was not required, and we are now seeking to carry the \$0.968m surplus funding forward to the 2025/26 financial year to fund strategic initiatives.
- overall, the result for June was the result of reduced fees and levy income as teachers waited until 1 July to renew certificates offset by the project funding contingency not being needed in 2024/25.

7.2 FY2024/25 Operating Expenditure Carry-forward

Council members received the summary paper noting that the FY2025/26 Operating and Capital Budget paper approved by Governing Council in June 2025 included approval to carry-forward surplus funding from 2024/25 to 2025/26 to meet the funding requirements of strategic initiatives.

Council members discussed the impact of the government decision to fund fees and levy from 1 July which has resulted in the reserves balance at 30 June 2025 being approximately \$0.8m less than expected as teachers waited until 1 July to apply or had their fees and levy returned (where expiry was post 1 July). The Chief Financial Officer (CFO) noted that the funding for fees and levy by central government over the three years to 30 June 2028 will be paid in equal instalments. It was discussed that this removes the impact of peak year volumes of renewals on revenue, which is covered in the Reserves Policy through the operating reserve.

For the Governing Council's information, the CFO outlined the details of the operating reserve as set out in the Reserves policy (approved by the Governing Council on 1 May 2025) and summarised the current treatment of cash reserves at the Council.

The CFO summarised that the operating expenditure budget approved in June by the Governing Council was based on the cost model used to set the fees and levy applied from 1 July 2025. The CFO outlined the adjustments to the FY2025/26 operating expenditure budget approved in June 2025. The Governing Council discussed and noted the total adjusted 2025/26 operating budget of \$22,682m.

7.3 Update on audit process and timeline

The CFO provided a verbal update on the audit process and Annual Report timeline noting that there are three parts to the Annual Report:

- (1) a front information section which includes the Chair's and Chief Executive's (CEs) reports.
- (2) a middle section outlining progress against the strategic plan and metrics.

(3) a final section which includes the statutory financial accounts.

It was noted that the audit of the financial statements is due to take place across October and November. It was discussed that drafting the annual report narrative will be completed during September with a view that Governing Council will receive a full draft of the entire Annual Report at the October Council meeting.

It was noted that the intention will be at the November hui for the Governing Council to provide signing authority to the Council Chair and the RAF Committee Chair subject to no changes, or for an out-of-cycle approval of the Annual Report to be done if significant changes are required based on the auditor's findings.

7.4 Cybersecurity

The cybersecurity report was received by the Council but was not formally discussed.

8. Governance

8.1 Update on Governing Council fees

The Council Chair provided an update on the previous Council's request to review the fees of the Chair to align the relativities more closely with what is outlined in the Cabinet Fees Framework. The Chair outlined the Minister's decision not to make any amendments to fees until after an updated Cabinet Fees Framework is released. As a result of this decision, any application for an increase in fees will be an action for this Governing Council.

8.2 Governing Council dates for 2025

The Governing Council agreed the proposed meeting dates for the Governing Council through to November 2025. It was noted that a schedule of Governing Council meeting dates for 2026 will be circulated for agreement at November's hui.

8.3 Plans for Induction Day 2

The Governing Council discussed plans for Induction Day Two on Wednesday 27 August and the proposed focus on the Teaching Council in the context of the machinery of government, relationships and networks, strategic finance, and key emerging issues across organisations.

DCE Tamahau Te Rau closed the meeting with a karakia.

Signed:

Robyn Baker, Chair

Approved by the Governing Council on 28 August 2025