

How does the **CONDUCT PROCESS** work? Part II: DT

If the Complaints Assessment Committee (CAC) refers your case to the New Zealand Teachers Disciplinary Tribunal (DT). We will inform you of this immediately. Again, we will always be guided by the principles of natural justice.

1



When the Tribunal receives your case, a Tribunal coordinator will get in touch with you to arrange a pre-hearing conference with you or your representative, a lawyer representing the CAC and the Tribunal Chairperson.

2



A hearing date and timetable for filing submissions will be set and you and your representative will be notified of this.

3



If you and the CAC agree on the facts of the case, the Tribunal can make a decision 'on the papers'. You will still have the opportunity to make submissions and an application for permanent name suppression.

4



Otherwise, there will be an in-person hearing which are open to the public and media. These are like mini-court hearings with both parties making statements, applications for suppression orders, hearing from witnesses and Tribunal members will ask questions.

5



The Tribunal will come to a decision. This will be sent to you, your representative, your current employer and the initiator. Decisions can be appealed to District Court within 28 days, then published on the Teaching Council website. Your file will remain safe and secure on our digital archive.

Who are Tribunal panel members?

Usually two registered and experienced teachers and a lawyer.

Before the Tribunal considers your case you will be given the names of panel members and an opportunity to raise any concerns.

What are possible outcomes?

- No further action
- Place conditions
- Censure
- Annotate register
- Cancel registration
- Order to pay costs of the hearing

