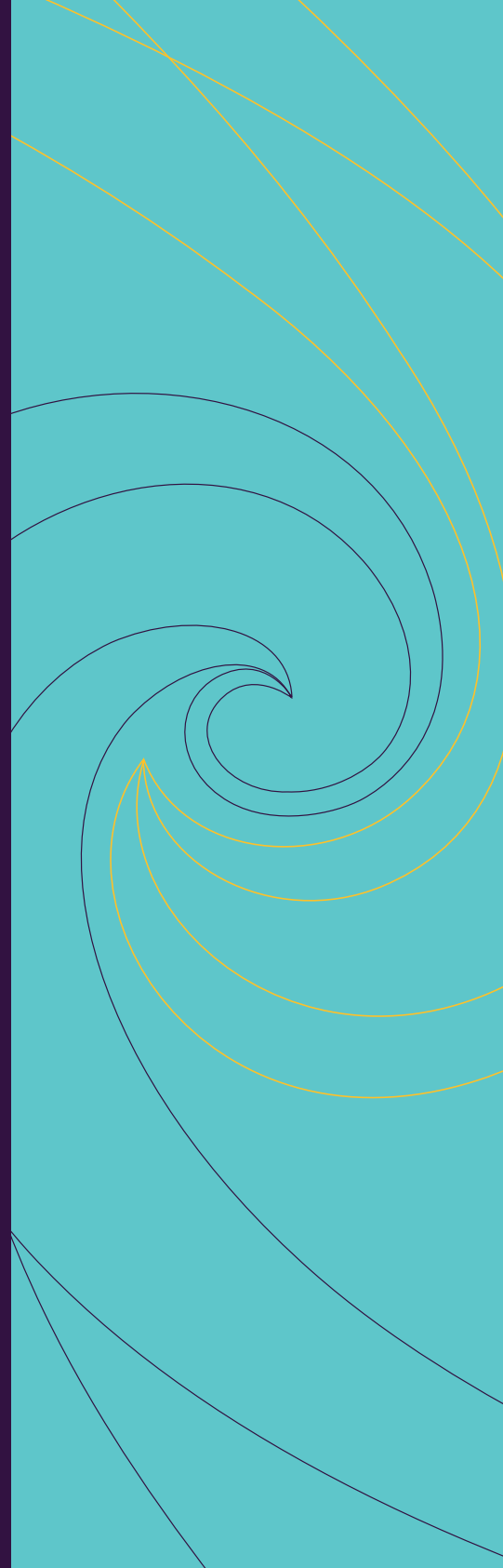


Annual Report 2020



**Teaching
Council of
Aotearoa
New Zealand**

Matatū. Tū Mataora.
Stand tall. Shape the future.



Matatū.
Tū Mataora.
Stand tall.
Shape the future.

Annual Report
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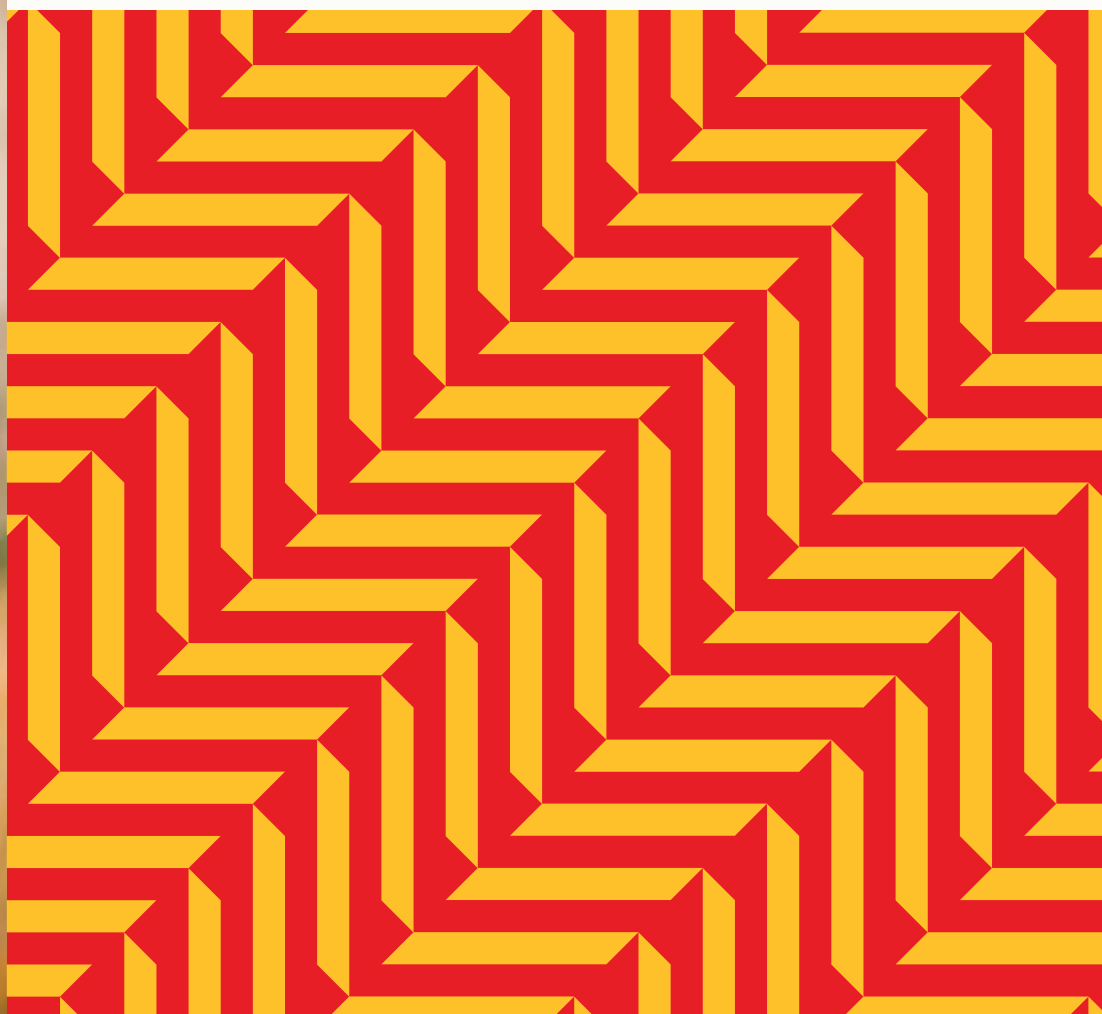
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Letter from our Council Chair

Kia whakatōmuri te haere whakamua.

I walk backwards into the future with my eyes fixed on the past.

I am proud to share this introduction for the Teaching Council of Aotearoa New Zealand | Matatū Aotearoa Annual Report. It has been an exciting inaugural year for me and for my fellow Council members, despite the obvious and some not so obvious challenges. As a Council we have been focused on understanding what is important, how we can create meaningful impact, and most importantly how we ensure the profession is able to influence our work and decision making.

The Council is made up of elected and appointed members, which means we are well-served with a variety of skills and experience. Members elected by you, the profession, are: Clair Edgeler (ECE Service Leaders), Lorraine Carr (ECE Teachers), Pat Newman (Primary Principals), Anna MacKinnon and (Primary Teachers), Patrick Walsh (Secondary Principals), Pip Woodward (Secondary Teachers) and Jenny Ritchie (Teacher Educators). They represent each sector to ensure the voice of teachers is always to the fore when we make decisions. I also want to acknowledge and sincerely thank the appointed members, who bring diverse thinking and expert advice. Clare Wells, Dagmar Dyck, Friar Wadia, Michael Rondel and Ripeka Lessels round out our capable governing team. I want to thank all Council members for their support and hard work.

Teachers have shown immense integrity throughout the turbulence of 2020, remaining a constant source of stability for our tamariki and whānau. It is reassuring to know that teachers are organised, sensible and capable people by nature, and that because of their passion and dedication to teaching, our tamariki are in safe hands. The overhaul of legislation as a result of the Tomorrow's Schools Review, the ways in which COVID-19 has impacted our ways of working, the removal of performance appraisal for teachers and the opportunities for professional growth cycles have all been catalysts for change that are impactful and significant.

I also want to acknowledge the challenges both the profession and the Council have faced through the outcome of the fees consultation and resulting shift towards an annual certification cycle. With the Government no longer subsidising teacher fees, this will result in an increase for teachers in terms of what they pay. The decision to increase fees was not an easy one, despite being entirely necessary for our organisation to move forward, fulfil our statutory obligations and ensure the best service to teachers possible. We acknowledge the impact this decision has on teachers - we are also teachers, we understand.

The Council's strategic direction for the upcoming year will focus on the development of Rauhuia: a figurative leadership space brought to life via the Council's *Leadership Strategy*. Rauhuia seeks to acknowledge the multiple layers, strands and needs associated with leadership in our communities and will be built upon the values of the teaching profession and Te Tiriti o Waitangi. This is an exciting opportunity to shape the future of education in Aotearoa. We were thrilled the Government invited the Teaching Council to implement Rauhuia, partnering with the Ministry of Education, who will support the delivery. It is also encouraging to have support from the sector, as we begin to carve this pathway together.

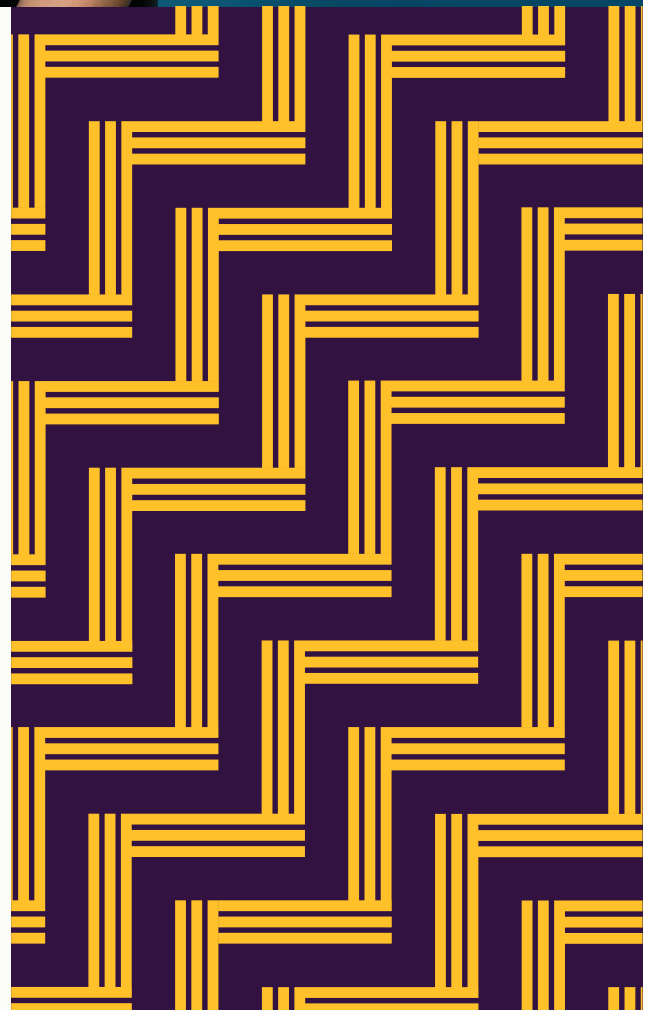


Rauhuia is a vision for the future which we will develop in stages alongside iwi, local communities and the profession so that leadership in education represents everybody in Aotearoa. It is important that we make decisions aligned with the articles laid out in Te Tiriti o Waitangi to ensure a better future for all tamariki - something that our existing education structure has neglected. This kaupapa is lofty, but important, and I am excited to see where this journey takes us.

I want to thank our teachers for their hard work and leadership this year and I am looking forward to the exciting work that lies ahead.

Ngā mihi nui ki a koutou.

Nicola Ngarewa, Council Chair
Teaching Council of Aotearoa New Zealand



Letter from our Chief Executive

Kia ora koutou katoa

What a challenging year! I am stating that up front because I want to genuinely acknowledge the pressure COVID-19 has placed on teachers and professional leaders as 2020 draws to a close. You have navigated uncharted waters in the education sector like never before, whether working in teacher education, early childhood, primary or secondary schooling. You took up the challenge of online learning, maintaining relationships through the use of technology, adapting at great speed and showing resilience. Without this level of commitment and hard work many more learners would have struggled. Thank you.

I take great pride in the Teaching Council of Aotearoa New Zealand | Matatū Aotearoa's commitment to our values of Manaakitanga, Pono, Whakamana and Whanaungatanga, which we share with the profession. It's vital that as an organisation we mirror the values upheld by the profession as set out in *The Code | Ngā Tikanga Matatika*, in our work. This shows solidarity with the profession and demonstrates that we practice what we preach. These are not just words but living values we are actively imbuing into our thinking, our mahi and our relationships.

Being values-based sits alongside the Council's commitment to becoming a Te Tiriti lead organisation.

I muri nei kia pai ki aku taonga Māori, taonga Pakeha; kia tae ake te haruru o to reo ki ahau i Te Reinga.

After my departure, let the future of Māori and Pakeha be positive; word of it will resonate with me in the next world.

These words of unity from Te Ati Awa chief Te Wharepouri (who signed the Treaty in Wellington on April 29, 1840) are guiding our Te Tiriti strategy thinking. This is an important priority for us and I am honoured to be working alongside our Tatai Heke Māori, Tamahau Rowe, as we develop and implement this mahi. Being a Te Tiriti partner starts with learning and thinking differently, building relationships with mana/tangata whenua and understanding what the four articles in Te Tiriti mean for the Teaching Council. This journey is new for us and will provide challenges, but more importantly, opportunities and we are committed to building an organisation that honours the promise of partnership laid out in Te Tiriti o Waitangi.

Other initiatives implemented this year include the Professional Growth Cycle - which we know will make teachers' work lives easier and ensure that professional growth is at the heart of every teachers' development pathway. The launch of our online services platform Hapori Matatū has enabled the registration and certification processes to run more effectively for teachers and Hapori Matatū is becoming a hub for conversations about best practice. We were also able to temporarily change our Initial Teacher Education requirements by working with the Ministry of Education to implement a fully funded Enhanced Induction and Mentoring Programme for beginning teachers, so that student teachers were supported and could become registered and certified despite the effects of COVID.

I am incredibly proud of what we've achieved this past year. There have been many ups and downs to reflect upon, achievements to celebrate and milestones to acknowledge. I am looking forward to the opportunities 2021 will offer, as we work with the teaching profession to continue reshaping the education system and ensuring all tamariki receive the best educational opportunities possible and remain at the heart of all we do.

Hei kona mai.



Lesley Hoskin, Chief Executive
Teaching Council of Aotearoa New Zealand



The year in numbers

106,400

registered teachers with a current practising certificate.

2020 saw the number of registered teachers with a current practising certificate grow by 1,502 (1.4%), continuing the trend from 2019 when numbers increased by 2,420 (2.4%).

37,695

applications finalised.

12,169

applications made on the new registration system, Hapori Matatū.

5,651

new teacher registrations processed up 12% from last year.

4,721

teachers moved to full certification from Subject to Confirmation or provisional certification.

544

complaints and mandatory reports received.

148

teachers with conditions on practising certificates.

26

registrations cancelled.

1

practising certificate cancelled.



Performance measures

In 2019 we developed and implemented an outcomes framework to evaluate our efficiency and effectiveness. These results are reported here for the first time.

The framework will continue to evolve as we gain more insight into measuring the Council's impact, and as the Council's work programme changes.

Professional leaders' appraisals of applications for practising certificates that are robust.

Target	FY 2019	FY 2020
82%	82%	88%

Achieved.

Standards are set and maintained through the *Code of Responsibility and Standards for the Teaching Profession*. This measure demonstrates that decision-making using the *Code and Standards*, and is robust, as confirmed through the audit and moderation process.

Teachers who are satisfied with the service they receive from our Customer Services Team.

Target	FY 2019	FY 2020
75%	82%	71%

Not achieved.

Teacher satisfaction was materially impacted by increased Police Vetting timeframes between July 1, 2019 and March 2020 and technical issues associated with accessing the Council's new online services platform via Education Sector Logins (ESL) in May 2020.

Teachers who indicate their teaching practice or their professional relationships were positively influenced through accessing Council services.

Target	FY 2019	FY 2020
Establish baseline	-	59%

Baseline established.

Council heard clearly from teachers that they were feeling overwhelmed by the impacts of COVID-19.

We chose to use feedback from teachers that had interacted with our teacher services teams throughout the year rather than ask already overburdened teachers to undertake a further survey.

New registrations and renewals of practising certificates processed within 20 working days.

Target	FY 2019	FY 2020
65%	69%	43%

Not achieved.

Service performance was materially impacted by Police vetting timeframes, which reverted to the standard 20 working day service level from July 1, 2019.

In conjunction with Council's new online services platform going live in May 2020 and expedited Police vetting, service performance is currently tracking at 89% YTD in 2020-21.

Applicants who are satisfied with their application experience.

Target	FY 2019	FY 2020
75%	76%	76%

Achieved.

It's good to see this positive feedback from the profession. We're working hard to improve the application experience for teachers via Hapori Matatū.

Teachers who have used the *Leadership Capability Framework*.

Target	FY 2019	FY 2020
Establish baseline	-	-

Not measured.

Council heard clearly from teachers that they were feeling overwhelmed by the impacts of COVID-19. We chose to not add to the overcommunication burden faced by teachers by deferring the survey required to establish this baseline measure to a future time.

Teachers who feel 'highly valued'.

Target	FY 2019	FY 2020
Establish baseline	-	-

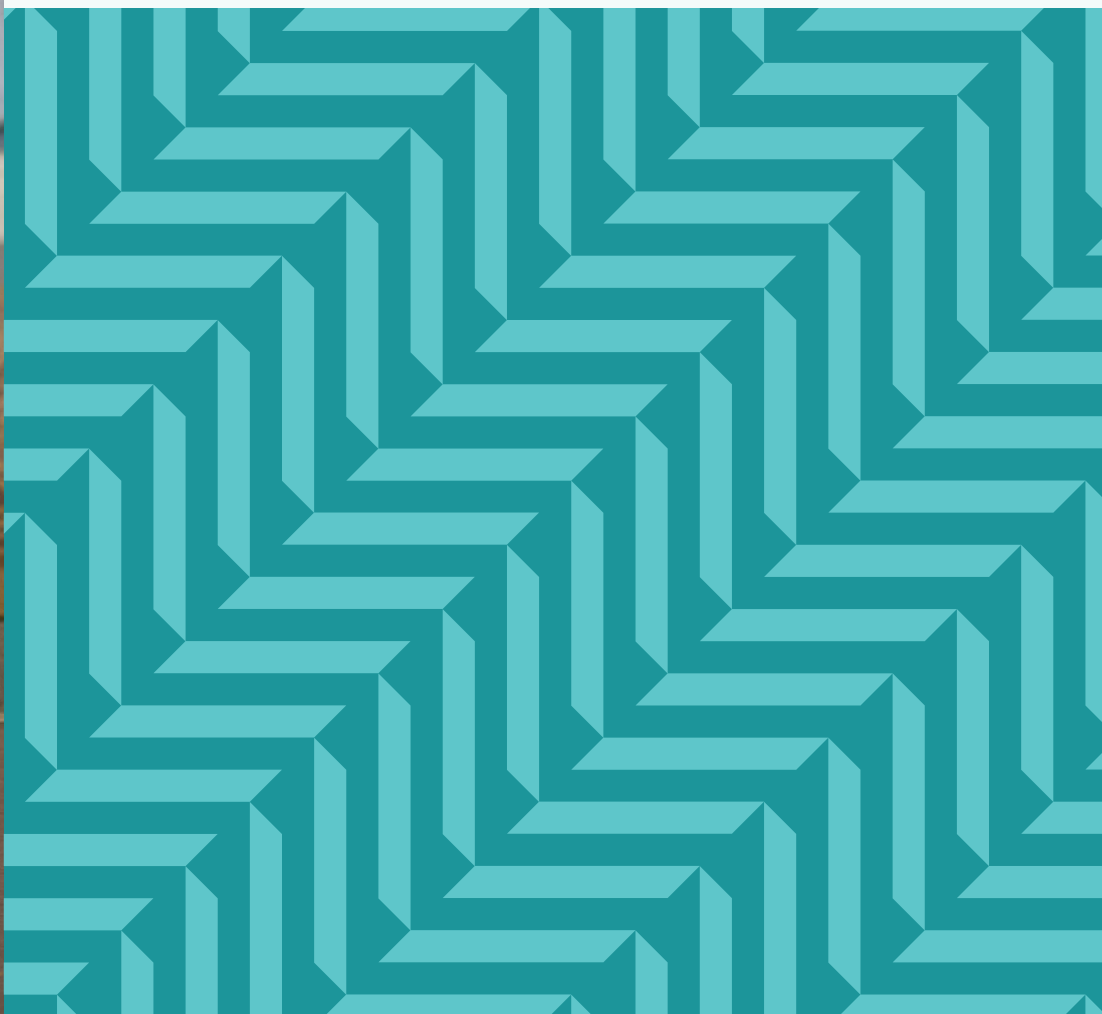
Not measured.

Council heard clearly from teachers that they were feeling overwhelmed by the impacts of COVID-19. We chose to not add to the overcommunication burden faced by teachers by deferring the survey required to establish this baseline measure to a future time.



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Statement of Responsibility

We are responsible for the preparation of the Council's financial statements and for the judgements made in them.

We are responsible for any end-of-year performance information provided by the Council under section 19A of the Public Finance Act 1989.

We have the responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In our opinion, the financial statements for the year ended June 30, 2020 fairly reflect the financial position, the results of operations, the cash flows and the performance information for an appropriation.

Signed for and on behalf of the
Teaching Council of Aotearoa New Zealand:



Nicola Ngarewa, Council Chair
Teaching Council of Aotearoa New Zealand

December 18, 2020



**Michael Rondel, Chair of Risk, Audit and
Finance Committee**
Teaching Council of Aotearoa New Zealand

December 18, 2020

Statement of Comprehensive Revenue and Expenses

Teaching Council of Aotearoa New Zealand for the year ended June 30, 2020.

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Revenue				
Grant revenue – operating grant ¹		9,644	10,411	9,947
Grant revenue – project grant		1,693	979	5,107
Late processing fees		67	80	84
Processing fees		6,062	5,881	6,101
Limited authority to teach processing fees		71	66	71
Provisional/subject to confirmation full processing fees		1,289	1,295	1,240
Teacher education approvals		150	309	29
Discipline recovered		178	150	117
Overseas teachers processing fees		134	107	135
Other operating revenue		10	83	39
Finance revenue		139	102	161
Total revenue		19,437	19,463	23,031
Expenses				
Employee costs	2	10,564	11,584	10,483
Depreciation & amortisation expense	6, 7	451	663	384
Other operating expenses	3	4,742	5,175	4,653
Teaching Council projects	17	2,415	2,823	4,027
Total expenses		18,172	20,245	19,547
Total surplus/(deficit) for the year		1,265	(782)	3,484
Other comprehensive revenue and expenses				
Other comprehensive revenue		-	-	-
Total comprehensive revenue and expense for the year		1,265	(782)	3,484

Explanations of significant variances against budget are provided in note 19.

The above statements should be read in conjunction with the notes to and forming part of the financial statements.

1. Operating grant revenue from the Crown includes temporary financial support for the Council while a sustainable financial operating model is put in place, which is expected from July 2020, delayed until February 1, 2021.

Statement of Changes in Net Assets/Equity

Teaching Council of Aotearoa New Zealand for the year ended June 30, 2020.

	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Opening balance 1 July	11,771	11,652	8,287
Surplus/(deficit) for the year	1,265	(782)	3,484
Other comprehensive revenue			-
Total comprehensive revenue and expense for the year	1,265	(782)	3,484
Closing equity June 30	13,036	10,870	11,771

Explanations of significant variances against budget are provided in note 19.

The above statements should be read in conjunction with the notes to and forming part of the financial statements.

Statement of Financial Position

Teaching Council of Aotearoa New Zealand for the year ended June 30, 2020.

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Current assets				
Cash and cash equivalents	4	7,043	6,809	4,480
Short term investments	5	2,065	-	2,000
Receivables from exchange transactions		-	-	43
Receivables from non-exchange transactions	8	150	394	3,813
		9,258	7,203	10,336
Non-current assets				
Intangible assets	7, 18	5,111	3,972	3,176
Property, plant and equipment	6	703	765	970
		5,814	4,737	4,146
Total assets		15,072	11,940	14,482
Current liabilities				
Deferred lease liability		-	-	31
Trade & other payables	9	1,604	676	2,084
Employee entitlements	10	432	397	596
		2,036	1,073	2,711
Non-current liabilities				
Deferred lease liability		-	-	-
		-	-	-
Total liabilities		2,036	1,073	2,711
Net assets/equity		13,036	10,867	11,771
Equity				
Retained earnings		13,036	10,870	11,771
Total net assets/equity attributable to the owners of the controlling entity		13,036	10,870	11,771

Explanations of significant variances against budget are provided in note 19.

The above statements should be read in conjunction with the notes to and forming part of the financial statements.

Cash Flow Statement

Teaching Council of Aotearoa New Zealand for the year ended June 30, 2020.

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Cash flows from operating activities				
Receipts				
Fees and grants received		22,924	21,595	19,940
Other operating revenue		10	560	40
Finance revenue		148	112	154
		23,082	22,267	20,134
Payments				
Payments to suppliers		(7,312)	(9,783)	(8,802)
Payments to employees		(10,728)	(11,208)	(10,411)
Net GST paid		(293)	(999)	413
		(18,333)	(21,990)	(18,800)
Net cash flows from operating activities		4,749	277	1,334
Cash flows from investing activities				
Receipts				
Sale of property plant and equipment		-	-	-
Sale of intangibles		-	-	-
Sale of investments		-	-	1,756
		-	-	1,756
Payments				
Purchase of property, plant and equipment		(102)	(1,930)	(133)
Purchase of intangible assets		(2,017)	-	(2,410)
Purchase of investments		(67)	-	-
		(2,186)	(1,930)	(2,543)
Net cash flows from investing activities		(2,186)	(1,930)	(787)
Net increase in cash and cash equivalents		2,563	(1,653)	547
Cash and cash equivalents at 1 July		4,480	8,462	3,933
Cash and cash equivalents at June 30		7,043	6,809	4,480

Explanations of significant variances against budget are provided in note 19.

The above statements should be read in conjunction with the notes to and forming part of the financial statements.

Notes to the Financial Statements

Teaching Council of Aotearoa New Zealand for the year ended June 30, 2020.

1. Statement of accounting policies and reporting entity

The reporting entity is the Teaching Council of Aotearoa New Zealand (the Council). The Council is domiciled in New Zealand and was established by the Education Act 1989 as the Education Council of Aotearoa New Zealand. On September 25, 2018 it was renamed to Teaching Council of Aotearoa New Zealand and is an independent statutory body. The Council is also a registered charity under the Charities Act 2005.

These financial statements and the accompanying notes summarise the financial results of activities carried out by the Council. The Council's primary objective is to provide public services, as opposed to making a financial return.

The financial statements have been prepared on a going concern basis.

The Financial Statements are for the year ended June 30, 2020 and approved by the Board on December 18, 2020.

Statement of compliance

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand (NZ GAAP). They comply with Public Benefit Entity International Public Sector Accounting Standards (PBE IPSAS) and other applicable financial reporting standards as appropriate that have been authorised for use by the External Reporting Board for Public Sector entities. For the purposes of complying with NZ GAAP, the Council is a public benefit public sector entity and is eligible to apply Tier 2 Public Sector PBE IPSAS on the basis that it does not have public accountability and it is not defined as large. This is due to the Council's expenditure being less than \$30m.

The board members of the Council have elected to report in accordance with Tier 2 Public Sector PBE Accounting Standards and in doing so has taken advantage of all applicable Reduced Disclosure Regime (RDR) disclosure concessions.

Summary of accounting policies

The significant accounting policies used in the preparation of these financial statements as set out below have been applied consistently in these financial statements.

Basis of measurement

The financial statements have been prepared on the basis of historical cost.

Functional and presentational currency

The financial statements are presented in New Zealand dollars (\$), which is the Council's functional currency. All financial information presented in New Zealand dollars has been rounded to the nearest thousand dollars.

Revenue

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the Council and revenue can be reliably measured. Revenue is measured at the fair value of the consideration received. The following specific recognition criteria must be met before revenue is recognised.

Revenue from non-exchange transactions

Ministry of Education grant revenue

Grant revenue with no conditions attached is recognised when earned.

Late fees revenue

Late fee revenue is only earned when an application is received late from a teacher. It is a penalty imposed by the Council.

Processing fees

All application revenue processing fees are recognised as revenue as they are received. There is no ongoing liability or a fair exchange of value in these fees.

Revenue from exchange transactions

Finance revenue

Interest revenue is recognised using the effective interest method.

Other revenue

All other revenue from exchange transactions is recognised when earned and is reported in the financial period to which it relates.

Financial instruments

Financial assets and financial liabilities are recognised when the Council becomes a party to the contractual provisions of the financial instrument.

The Council derecognises a financial asset or, where applicable, a part of a financial asset or part of a group of similar financial assets when the rights to receive cash flows from the asset have expired or are waived, or the Council has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay

to a third party; and either:

- the Council has transferred substantially all the risks and rewards of the asset; or
- the Council has neither transferred nor retained substantially all the risks and rewards of the asset; but has transferred control of the asset.

Financial assets

Financial assets within the scope of PS PBE IPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets. The classifications of the financial assets are determined at initial recognition.

The category determines subsequent measurement and whether any resulting revenue and expense is recognised in surplus or deficit or in other comprehensive revenue and expenses. The Council's financial assets are classified as loans and receivables. The Council's financial assets include: cash and cash equivalents, short-term deposits, receivables from non-exchange transactions, receivables from exchange transactions and investments.

All financial assets are subject to review for impairment at least at each reporting date. Financial assets are impaired when there is any objective evidence that a financial asset or group of financial assets is impaired. Different criteria to determine impairment are applied for each category of financial assets, which are described below.

Receivables

Receivables are financial assets with fixed or determinable payments that are not quoted in an active market. These are measured at amortised cost using the effective interest method, less any allowance for impairment.

Impairment of financial assets

The Council assesses at the end of reporting date whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated.

For financial assets carried at amortised cost, if there is objective evidence that an impairment loss on loans and receivables carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced using an allowance account. The amount of the loss is recognised in the surplus or deficit for the reporting period.

In determining whether there is any objective evidence of impairment, the Council first assesses whether there is objective evidence of impairment for financial assets that are individually significant, and individually or collectively significant for financial assets that are not individually significant. If the Council determines that there is no objective evidence of impairment for an individually assessed financial asset, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognised are not included in a collective assessment for impairment.

If in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed by adjusting the allowance account. If the reversal

results in the carrying amount exceeding its amortised cost, the amount of the reversal is recognised in surplus or deficit.

Cash and cash equivalents

Cash and cash equivalents represents, highly liquid investments that are readily convertible to known amounts of cash and with an insignificant risk of changes in value, with maturities of three months or less.

Short term investments

Short term investments comprise term deposits which have a term of greater than three months and therefore do not fall into the category of cash and cash equivalents.

Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset. Where an asset is

acquired through a non-exchange transaction, its cost is measured at its fair value as at the date of acquisition.

Depreciation is recognised in the surplus or deficit on a straight-line basis over the useful life of the asset. Depreciation is charged at rates calculated to allocate the cost or valuation of the asset less any estimated residual value over its remaining useful life:

Computer Equipment	33.3%	3 Years
Office Equipment	20.0% - 50%	2 - 5 Years
Office Fit-Out	11.1% - 33%	3 - 9 Years
Fixtures & fittings	6.7%	15 Years

Depreciation methods, useful lives and residual values are reviewed at each reporting date and are adjusted if there is a change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset.

Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. The cost of intangible assets acquired in a business combination is their fair value at the date of acquisition.

Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally generated intangibles, excluding capitalised development costs, are not capitalised and the related expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful lives of intangible assets are assessed as either finite or indefinite.

Intangible assets with finite lives are amortised over the estimated useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired.

The amortisation period and the amortisation

method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits or service potential embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates.

The amortisation expense on intangible assets with finite lives is recognised in surplus or deficit as the expense category that is consistent with the function of the intangible assets.

The Council does not hold any intangible assets that have an indefinite useful life.

The amortisation periods for the Council's intangible assets are as follows:

Acquired software	3 years
-------------------	---------

Financial liabilities

The Council's financial liabilities include trade and other creditors, and employee entitlements.

All financial liabilities are initially recognised at fair value (plus transaction cost for financial liabilities not at fair value through surplus or deficit) and are measured subsequently at amortised cost using the effective interest method except for financial liabilities at fair value through surplus or deficit in the statement of comprehensive revenue and expenses.

Loans

Loans are financial liabilities with fixed or determinable payments that are not quoted in an active market. These are measured at amortised cost using the effective interest method, less any allowance for impairment.

Operating leases

Payments on operating lease agreements, where the lessor retains substantially the risk and rewards of ownership of an asset, are recognised as an expense on a straight-line basis over the lease term. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

Employee benefits

Liabilities for wages and salaries, annual leave and accumulated sick leave are recognised in the surplus or deficit during the period in which the employee provided the related services. Liabilities for the associated benefits are measured at the amounts expected to be paid when the liabilities are settled.

Equity

Equity is the public's interest in the Council, measured as the difference between total assets and total liabilities. Equity is made up of the following component:

Accumulated comprehensive revenue and expense is the Council's accumulated surplus or deficit since its formation, adjusted for transfers to/from specific reserves.

Goods and services tax

All items in the financial statements are presented exclusive of GST, except for receivables and payables, which are presented on a GST-inclusive basis. Where GST is not recoverable as an input tax, it is recognised as part of the related asset or expense.

The net amount of GST recoverable from, or payable to, the IRD is included as part of the receivables or payables in the statement of financial position.

The net GST paid to, or received from, the IRD, including GST relating to investing and financing activities, is classified as net operating cash flow in the statement of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

Income Tax

The Council is a registered charitable trust in terms of the Income Tax Act 2007 and consequently the Council is exempt from income tax.

Significant accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of revenues, expenses, assets and liabilities. Actual results may differ from those estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

Judgements

In applying the relevant accounting policies, management have not made judgements that would have a significant impact on the financial statements.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a potential risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Council based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Council. Such changes are reflected in the assumptions when they occur.

Useful lives and residual values

The estimated useful lives and residual values of assets are assessed using the following indicators to determine potential future use and value from disposal:

- The condition of the asset
 - The nature of the asset, its susceptibility and adaptability to changes in technology and processes
 - The nature of the processes in which the asset is deployed
 - Availability of funding to replace the asset
 - Changes in the market in relation to the asset
- The estimated useful lives of the asset classes held by the Council are listed above.

2. Employee costs

	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Wages & salaried	8,030	9,623	7,837
Temporary staff	1,967	1,257	2,141
Superannuation/KiwiSaver employer contribution	218	273	233
Staff professional development	139	192	81
Other employee costs (ACC, payroll fees, recruitment etc.)	210	239	191
Total employee costs	10,564	11,584	10,483

Explanations of significant variances against budget are provided in note 19.

3. Other operating expenses

	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Administrative	1,001	1,165	994
Audit fees to Audit New Zealand for audit of financial statements	52	65	52
Other audit expenses	13	-	-
Professional/consultancy fees	81	85	195
Audit of teachers appraisals	313	329	350
Legal fees	1,123	1,221	1,169
Staff and Board members travel expenses	366	490	389
Computer expenses	413	379	482
Advisory committees	(2)	18	4
Board Member fees	198	224	83
CA/DT/Impairment ² (excluding legal fees)	462	419	278
CAC panels ³ (excluding legal fees)	172	287	209
Rent	470	442	426
Doubtful debts/bad debts	80	51	22
Total other operating expenses	4,742	5,175	4,653

Explanations of significant variances against budget are provided in note 19.

2. CA = Competence Authority, DT = Disciplinary Tribunal, Impairment Committee

3. CAC = Conduct Assessment Committee

4. Cash and cash equivalents

Cash and cash equivalents include the following components:

	Actual 2020 \$'000	Actual 2019 \$'000
Cash at bank	288	1,394
Term deposits with maturities of 3 months or less	6,755	3,086
Total cash and cash equivalents	7,043	4,480

5. Short term investments

Short term investments are term deposits with a term greater than 3 months:

	Actual 2020 \$'000	Actual 2019 \$'000
Term deposits with maturities greater than 3 months and less than 12 months	2,065	2,000
Total short term investments	2,065	2,000

2. CA = Competence Authority, DT = Disciplinary Tribunal, Impairment Committee

3. CAC = Conduct Assessment Committee

6. Property, plant and equipment

	Computer equipment \$'000	Office equipment \$'000	Office fit-out \$'000	Fixtures & fittings \$'000	Work in progress \$'000	Total \$'000
2020						
Cost	652	161	1,011	803	-	2,627
Accumulated depreciation	(504)	(135)	(977)	(308)	-	(1,924)
Net book value	148	26	34	495	-	703
2019						
Cost	561	150	998	803	16	2,528
Accumulated depreciation	(400)	(124)	(775)	(259)	-	(1,558)
Net book value	161	26	223	544	16	970

Reconciliation of the carrying amount at the beginning and end of the period:

	Computer equipment \$'000	Office equipment \$'000	Office fit-out \$'000	Fixtures & fittings \$'000	Work in progress \$'000	Total \$'000
2020						
Opening balance	161	26	223	544	16	970
Additions	91	16	13	-	5,182	5,302
Disposals/Tfer to assets	-	(2)	-	-	(5,198)	(5,200)
Depreciation	(104)	(14)	(202)	(49)	-	(369)
Closing balance	148	26	34	495	-	703

7. Intangible assets

	Acquired software \$'000	Total \$'000
2020		
Cost	5,740	5,740
Work in progress	532	532
Accumulated amortisation	(1,161)	(1,161)
Net book value	5,111	5,111
2019		
Cost	1,845	1,845
Work in progress	2,410	2,410
Accumulated amortisation	(1,079)	(1,079)
Net book value	3,176	3,176

Reconciliation of the carrying amount at the beginning and end of the period:

	Acquired software \$'000	Total \$'000
2020		
Opening balance	3,176	3,176
Additions	2,017	2,017
Disposals	-	-
Amortisation	(82)	(82)
Closing balance	5,111	5,111

8. Receivables from non-exchange transactions

	2020	2019
	\$'000	\$'000
Grants, processing fees receivable	150	3,813
Total receivables from non-exchange transactions	150	3,813

9. Trade and other payables

	2020	2019
	\$'000	\$'000
Trade payables	156	538
GST payable	11	304
Other non-trade payables & accrued expenses	1,437	1,242
Total trade and other payables	1,604	2,084

Trade payables and other payables are non-interest bearing and are normally settled on 30-day terms. Therefore, the carrying value and other payables approximate their fair value.

10. Employee entitlements

	2020	2019
	\$'000	\$'000
Accrual of salaries/superannuation	-	250
Liability for annual/lieu leave	421	337
Accrual for sick leave	11	9
Total employee entitlements	432	596

11. Leases

As at the reporting date, the Council has entered into the following operating lease commitments:

	2020 \$'000	2019 \$'000
No later than one year	549	241
Later than one year and no later than five years	1,044	-
Later than 5 years	-	-
Total leases	1,593	241

Deferred lease liability

The deferred lease liability represents the building owner's contribution and rent holiday provided to the Council upon taking up the lease for its premises at 80 Boulcott Street, Wellington. These contributions will be fully amortised by the expiry of the lease. This has been recorded as both current and long-term liabilities to show the amortisation over the duration of the rent holiday.

12. Related party transactions

The Council is an independent statutory body and registered charity.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that is reasonable to expect the Council would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent within normal operating arrangements between government agencies and undertaken on normal terms and conditions of such transactions.

Key management personnel

The key management personnel, as defined by PBE IPSAS 20 Related Party Disclosures, are the members of the governing body of the Council (which comprises the Council Members) and the leadership team (employees). The following remuneration is paid to the Council Members:

Teaching Council Governing Members Remuneration	2020 \$'000	2019 \$'000
Chair - Barbara Ala'alatoa (term ended 30 June 2019)	-	-
Sylvia Park School (B Ala'alatoa)	(1)	17
Nicola Ngawera (from 1 July 2019)	14	-
Spotswood College (N Ngawera)	9	-
Total Chair remuneration	22	17

Council Members	2020 \$'000	2019 \$'000
Centre for Strategic Education (Anthony MacKay - Deputy Chair) (retired 30 June 2019)	(2)	10
Claire Amos (retired 30 June 2019)	-	3
Albany High School (C Amos)	-	5
Simon Heath (retired 30 June 2019)	-	2
Renwick School (S Heath)	-	5
New Zealand Kindergartens Inc. (Clare Wells)	-	5
Clare Wells (retired 30 June 2019, reappointed 1 July 2019)	14	4
Helen Timperely (retired 30 June 2019)	-	4
Te Whata Tau o Patauaki (Ripeka Lessels) (retired 30 June 2019, reappointed 1 July 2019)	13	9
Nicola Ngarewa (retired 30 June 2019, reappointed as Chair 1 July 2019)	-	5
Patea Area School (N Ngarewa)	(2)	4
BDO Christchurch (M Rondel- Chair Risk, Audit and Finance) (retired 30 June 2019, reappointed 1 July 2019)	16	10
Lorraine Carr (elected from 1 July 2019)	15	-
Patrick Newman (elected from 1 July 2019)	13	-
Hora Hora School (P Newman)	5	-
Dagmar Dyck (appointed from 1 July 2019)	15	-
Sylvia Park School (D Dyck)	3	-
Clair Edgeler (elected from 1 July 2019)	8	-
Best Start Educare Ltd (C Edgeler)	4	-
Anna McKinnon (elected from 1 July 2019)	11	-
St Marys Catholic School Tauranga (A MacKinnon)	6	-
Frian Wadia (appointed from 1 July 2019)	13	-
Philippa Woodward (elected from 1 July 2019)	10	-
Outmoetai College (P Woodward)	8	-
Dr Jenny Richie (elected from 1 July 2019)	13	-
Patrick Walsh (elected from 1 July 2019)	7	-
John Paul College (P Walsh)	6	-
Total Council Members (excluding the Chair)	176	66
Total Council Members Fees	198	83
Number of full-time equivalents*	1.0	1.0

* Estimated

There are several Council members whose daily meeting fee is paid directly to their school, centre or organisation. These Council members are being paid by their institutions and appropriately do not accept a payment for services to the Council.

There have been no payments made to committee members appointed by the Council who are not Council members during the financial year.

The Council had trustees liability and professional indemnity insurance in place during the financial year in respect of the liability or costs of Board members and employees.

Fees Schedule for Board Members

Council Members	Daily meeting rate	Preparation fee rate
Chair	\$900	\$450
Deputy Chair	\$800	\$400
Board Member	\$700	\$350

No Board members received compensation or other benefits in relation to cessation.

The aggregate key management personnel compensation includes the remuneration for the wider management team, which consists of 12 staff (including tier 3) (2019: 13 staff) as well as the value of compensation or other benefits paid to key management personnel in relation to cessation. The aggregate includes contracted management in fixed term positions. Remuneration for managers is set through a position sizing exercise undertaken by an independent job evaluation agency.

	2020	*2019
	\$'000	\$'000
Key management personnel remuneration	2,418	2,341
	FTE	FTE
Number of persons	13	12

13. Categories of financial assets and liabilities

The early adoption of PBE IFRS 9 superseded by IPSAS 41 Financial Instruments has resulted in some changes to the recognition and measurement of financial assets and financial liabilities for financial statements prepared for periods beginning on or after 1 January 2019.

Cash and cash equivalents, and trade and other receivables were previously designated as amortised cost in 2018/19. There are no changes in the designation of these financial assets for the Council in 2019/20 arising from the implementation of PBE IPSAS 41.

In adopting this standard, The Council has applied the expected credit loss model when calculating impairment losses on its financial assets measured at amortised costs (such as trade and other receivables). This has resulted in greater judgement due to the need to factor in forward looking information when estimating the appropriate amount of impairment. The adoption of PBE IPSAS 41 has had no material impact on the financial statements and comparative figures have not been restated.

The carrying amounts of financial assets and financial liabilities in each of the financial instrument categories are as follows:

	2020	2019
	\$'000	\$'000
Financial assets		
Receivables at amortized cost		
Cash and cash equivalents	7,043	4,480
Short term investments	2,065	2,000
Receivables from exchange transactions	-	43
Receivables from non-exchange transactions	150	3,813
Total financial assets	9,258	10,336
Financial liabilities		
At amortised cost		
Trade and other creditors	1,604	2,084
Employee entitlements	432	596
Total financial liabilities	2,036	2,680

14. Capital commitments

The Council had no capital commitments at the reporting date. (2019: \$Nil).

15. Contingent assets and liabilities

The Council presently has cases with the Disciplinary Tribunal which may lead to contingent liabilities between \$75,000 to \$650,000 (2019: \$100,000 to \$2,290,000). These liabilities may arise should a teacher appeal to a higher court the decision of the New Zealand Teachers Disciplinary Tribunal.

There are no contingent assets at reporting date. (2019: Nil)

16. Events after the reporting date

There are no known events after balance date.

17. Teaching Council projects

The Council worked on the following projects:

	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
Project operating expenditure			
Code and Standards	4	125	26
Leadership*	52	300	173
ITE	173	287	187
Workshops for appraisal	9	237	169
Induction & Mentoring Pilot	174	418	442
Registration Implementation Certification project	-	-	111
Give Nothing to Racism Project (GNTR)	196	112	69
Name change project	22	16	4
Council Elections	-	-	300
Tapasā Project	44	33	128
Fees Consultation	135	-	-
Online Services project	1,606	1,295	2,418
	2,415	2,823	4,027
Project capital expenditure			
Online Services project	2,110	-	2,401

* This Project was funded by the Ministry of Education. The Council received the majority of the funding in 2016/17 for this project, which spanned the 2016/17, 2017/18 and 2018/19 financial years this project is completed. The Council in FY 2019/20 received some funding to establish the Leadership Stewardship project.

18. Explanation of intangible asset in work in progress

The Council is working with the Ministry of Education on the development of a shared workforce platform. This is predominately being funded by grant revenue from the Crown.

As at June 30, 2020 the Council will hold \$0.438m (2019: \$3167m) in intangible asset work in progress related to the development of the platform. This reflects 100% of the capital component. The first part of the asset was capitalised May 2020.

Final Ownership of the asset or parts thereof has been decided and agreed to. The Council has been confirmed as owner of the asset.

19. Explanation of significant variances from budget

Net surplus/(deficit)

The Council's surplus of \$1.265m was higher than the budgeted deficit of (\$0.782m) by \$2.047m. The key revenue and expenditure variances are detailed below.

Revenue (under budget \$0.026m)

Processing fees were higher than budget by \$0.194m. There were approximately 1,402 (3%) more applications processed by the Council during the financial year than budgeted.

Initial Teacher Education programme approvals were lower than budget by \$0.159m. Fewer ITE programs were assessed during the year. The reduction in revenue is matched by a reduction in the ITE programme review expenditure.

Expenditure (under budget \$2.073m)

Employee costs (\$1.020m under budget).

The cost of permanent staff salaries was under budget with vacancies taking longer to fill than anticipated in the budget. The cost of temporary staff and contractors employed to cover these vacancies partly offset these savings.

Other operating expenses (\$0.433m under budget).

Other operating costs were directly impacted by the COVID-19 pandemic and this resulted in an estimated \$0.222m of expenditure not being incurred during the year. This was largely lower than budgeted travel, professional learning, and office expenses.

Legal fees were lower than budgeted by \$0.099m. The budget did not factor in reduced case activity during December 2019 and January 2020.

Depreciation and amortisation (\$0.211m under budget).

The budget was based on a September 2019 go live date for Hapori Matatū, the Council's online service project. However, this was delayed until May 2020.

Teaching Council projects (\$0.761m under budget).

The ongoing reviews of the education system including the accord between the government and teacher unions on appraisal resulted in delays to Council projects. This included Code and Standards (\$0.120m), Appraisal (\$0.228m) and Leadership (\$0.248m).

The Online Services project was over budget by \$0.311m. The delay in go-live meant that the project team was required for longer than budgeted resulting in the increased expenditure.

The Induction and Mentoring Pilot Project was under budget by \$0.244m. The budget anticipated an increase in the number of mentees on the programme, which did not eventuate. It also assumed that each mentee would receive the maximum weekly hours of mentoring allowed, which in many cases did not happen. The actual costs of the pilot were funded by the Ministry of Education, so the lower expenditure also resulted in lower grant revenue received.

20.COVID-19 Impact on Teaching Council financial results

As a consequence of the COVID-19 global pandemic, in late March 2020 the New Zealand Government declared a State of National Emergency. This resulted in New Zealand entering a 4-week national lockdown. Restrictions were then gradually relaxed and from early June 2020, New Zealand moved to alert level 1. At alert level 1, there are no significant restrictions within New Zealand however there continue to be significant border controls severely limiting access into New Zealand.

We have assessed the impact of the pandemic on Teaching Council. We have also reviewed our financial statements on a line by line basis and made any adjustments necessary in accordance with NZ GAAP. Overall, we concluded that the impact of the COVID-19 pandemic was not material to the entity's operations or current year financial statements. The main factors contributing to this conclusion are:

- Largely able to continue operations albeit remotely
- Revenue streams were not impacted as Teachers were able to continue obtaining or renewing a practicing certificate.
- Reduction in some operational costs such as travel and professional development
- The Council had sufficient reserves if the impact had been more material however they were not required to be used.

Management will continue to monitor the impact of the pandemic on the results of the entity and manage the business accordingly to best ensure Teaching Council continues to meet its financial and other objectives.

Independent Auditor's Report

To the readers of the Teaching Council of Aotearoa New Zealand's financial statements for the year ended June 30, 2020.

The Auditor-General is the auditor of the Teaching Council of Aotearoa New Zealand (the Teaching Council). The Auditor-General has appointed me, Andrew Clark, using the staff and resources of Audit New Zealand, to carry out the audit of the financial statements of the Teaching Council on his behalf.

Opinion

We have audited:

- the financial statements of the Teaching Council on pages 17 to 39, that comprise the statement of financial position as at June 30, 2020, the statement of comprehensive revenue and expenses, statement of changes in assets/equity and the cash flow statement for the year ended on that date and the notes to the financial statements including a summary of significant accounting policies and other explanatory information.

In our opinion:

- the financial statements of the Teaching Council on pages 17 to 39:
 - present fairly, in all material respects:
 - its financial position as at June 30, 2020; and
 - its financial performance and cash flows for the year then ended; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.

Our audit was completed on December 18, 2020. This is the date at which our opinion is expressed.

The basis for our opinion is explained below, and we draw attention to the impact of COVID-19 on the Teaching Council. In addition, we outline the responsibilities of the Governing Council and our responsibilities relating to the financial statements, we comment on other information, and we explain our independence.

Emphasis of matter – Impact of COVID-19

Without modifying our opinion, we draw attention to the disclosures about the impact of COVID-19 on the Teaching Council as set out in note 20, on page 39, to the financial statements.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of the Council for the financial statements

The Governing Council is responsible on behalf of the Teaching Council for preparing financial statements that are fairly presented and comply with generally accepted accounting practice in New Zealand. The Governing Council is responsible for such internal control as it determines is necessary to enable it to prepare financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governing Council is responsible on behalf of the Teaching Council for assessing the Teaching Council's ability to continue as a going concern. The Governing Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Teaching Council, or there is no realistic alternative but to do so.

The Council's responsibilities arise from the Education Act 1989.

Responsibilities of the auditor for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of these financial statements.

For the budget information reported in the financial statements, our procedures were limited to checking that the information agreed to the Teaching Council's approved budget.

We did not evaluate the security and controls over the electronic publication of the financial statements.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Teaching Council's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Council and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Teaching Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Teaching Council to cease to continue as a going concern.

- We evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Council is responsible for the other information. The other information comprises the information included on pages 2 to 16, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

We are independent of the Teaching Council in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 (Revised): Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with, or interests, in the Teaching Council.



Andrew Clark

Audit New Zealand

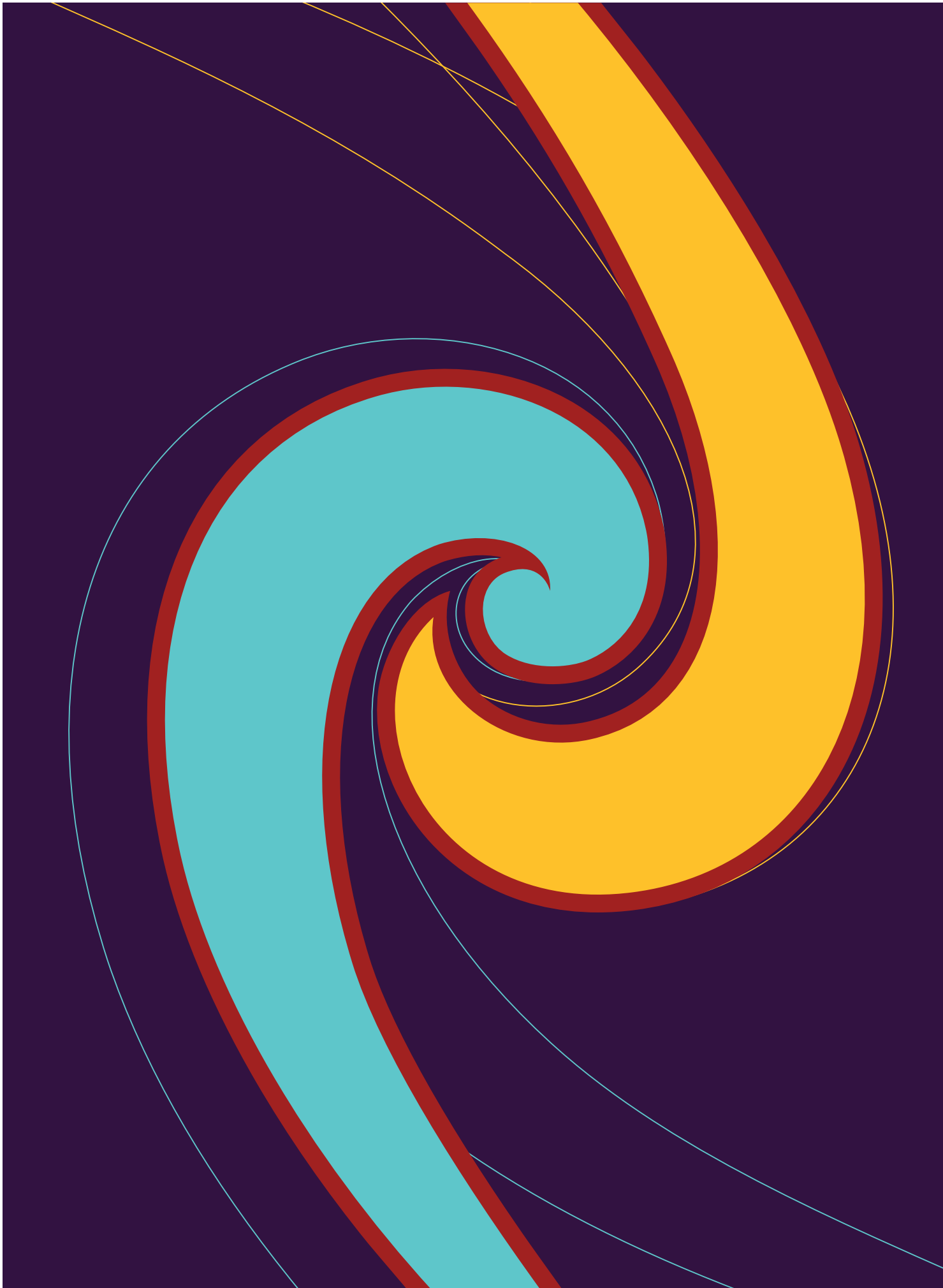
On behalf of the Auditor-General
Wellington, New Zealand

Teachers' Mana



The **mana tangata** of our teachers is precious. Without it, they cannot teach.





Directory

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