



4 May 2021



Tēnā koe [REDACTED]

Thank you for your email of 18 March 2021 to the Ministry of Education requesting the following information:

Can I please have the following information on concurrence to additional payments and benefits for principals granted by the Ministry of Education.

'Concurrence' is agreement by the Secretary for Education (the Secretary) to a Board making an 'additional payment or benefit'. Additional payment or benefits is a payment additional to the base salary and allowances outlined in the principal's collective agreement or Ministry-promulgated Individual Employment Agreement (IEA)

- *Can I please have the number of concurrence to additional payments granted by MOE from 2018 until 18 March 2021 for Principals employed by a state or state-integrated Secondary school.*
- *Of the concurrence to additional payments, for this group, approved in this time period,*
 - *What was the period of time the concurrence was granted for?*
 - *How many concurrence payments granted included payment for additional payment or benefits for duties and responsibilities that are outside the scope of a principal's normal duties and responsibilities?*
 - *What were these specific duties and responsibilities?*
 - *What was the amount approved for the specific duties and responsibilities per annum?*

There are examples of specific duties and responsibilities on the MOE website here <https://www.education.govt.nz/our-work/publications/education-circulars/latest-circulars/circular-202010/> in order to protect individual principals privacy the categories used in this information could be used.

Your request has been considered under the Official Information Act 1982 (the Act).

Number of concurrence to additional payments granted by MOE from 2018 until 18 March 2021 for Principals employed by a state or state-integrated Secondary school.

371 concurrence payments granted between 2018 and 18 March 2021 have been made as additional payments or benefits that are for duties and responsibilities that are outside the scope of a principal's normal duties and responsibilities. This represents all concurrence

payments approved by the Secretary over this period. Please note that sensitive payments within certain criteria do not require the approval of the Secretary to be made. These criteria are available in Circular 2020/10:

<https://www.education.govt.nz/our-work/publications/education-circulars/latest-circulars/circular-202010/>

Each concurrence annual payment has been counted as a separate payment, even if concurrence spans more than one year. For example, if concurrence was granted for payments in 2018, 2019, 2020 (three years), each annual payment is counted as a separate concurrence payment.

What was the period of time the concurrence was granted for?

The Ministry does not record this information for tracking purposes, however the majority of concurrence payments are sought and granted for the maximum period, 3 years. To determine the exact period of each concurrence, it would take the manual checking of each concurrence application. Therefore, I am refusing this part of your request under section 18(f) of the Act, that the information requested cannot be made available without substantial collation or research.

How many concurrence payments granted included payment for additional payment or benefits for duties and responsibilities that are outside the scope of a principal's normal duties and responsibilities?

See Answer to the first question above.

What were these specific duties and responsibilities?

Most applications for concurrence to additional payments are in recognition of responsibilities which are stated in Education Circular 2020/10 (Principal Concurrence): <https://www.education.govt.nz/our-work/publications/education-circulars/latest-circulars/circular-202010/>

These include:

- Achieving and maintaining such high levels of practice that the school is considered an exemplar of practice, resulting in other schools seeking information and advice on how to achieve and maintain this practice
- Functions that occur across a number of school sites or for additional units. Examples may include: Alternative Education Units and Teen Parent Units
- A residential/boarding hostel owned by the Board
- Implementing a significant change process (noting this is likely to be temporary (such as a substantial building programme) or transitional (such as establishing a new school cluster or networking arrangement)
- A significant initiative that earns extra revenue for the school and is in addition to the principal's normal role. An example of this may be large intakes of international fee-paying students.

Over the period there were 152 approved payments that included a reason not falling within the categories above, however for almost all of those applications at least one of the listed categories was also included. The other specific duties and responsibilities outside of those provided in Circular 2020/10 include responsibilities relating to a sports centre, property development and building projects, involvement with external organisations and local marae, special character programmes, and involvement in trusts.

Of the 152 approved applications mentioned about, there were 10 approved payments which did not include any of the categories provided in Circular 2020/10. These related to the following specific duties:

- Management of bus services (1)
- Lead Principal for RTLB cluster (4)
- Exceptional challenges facing school (1)
- Duties relating to Executive Principal to Board role (1)
- Acting up for COVID related duties (1)
- Leading a Health and Wellbeing programme (1)
- Accommodation supplement (1)

What was the amount approved for the specific duties and responsibilities per annum?

Payments can be made for single or multiple categories. Most payments are made for multiple categories and are not itemised by individual categories when boards make a request for concurrence payments for more than one category. As a result, it is not possible to determine the payment amount for each category. As I am unable to provide the amounts for each specific duty, I am refusing this part under section 18(g) of the Act, as the as the information you have requested is not held by the Ministry.

In the interests of transparency, I can provide you two tables with information on payments per category and the number of categories included in applications per year. The table below (Table 1) shows the average payments for the number of categories covered in each payment, and the average and total overall.

For example, if an application was approved for additional payment in recognition of responsibilities including a residential/boarding hostel owned by the Board *and* management of a teen parent unit, the payment would be counted in both categories in the table below.

Table 1: Average payment, total payments by categories per application

Year	Number of categories related to each payment				Average payment per individual for any number of categories	Total payments (\$m)
	1 category	2 categories	3 categories	4 categories		
2018	\$14,054	\$17,343	\$20,729	\$18,370	\$16,912	\$1.47m
2019	\$15,670	\$16,134	\$22,639	\$20,923	\$17,595	\$1.74m
2020	\$14,209	\$16,917	\$23,139	\$21,759	\$17,538	\$1.74m
2021	\$17,115	\$18,292	\$24,748	\$23,078	\$19,842	\$1.73m

Table 2: Aggregated count per annum, where category is included in application

Where Table 1 shows the average payment by the number of categories claimed, Table 2 shows the number of times concurrence payments were granted where each category is included in the application.

Where more than one category is included in the application, each instance is counted, and a single payment may be counted more than once. As a result, the actual totals do not align with the category totals.

Reason for concurrence	2018 (count)	2019 (count)	2020 (count)	2021 (count)	Total
Extra revenue for the school (inc intakes of fee paying students)	58	68	65	57	248
Exemplar of practice	4	9	9	11	33
Boarding Hostel	26	26	25	22	99
Additional Unit	31	35	38	38	142
Change Process	15	21	21	23	80
Other	31	40	42	39	152
Actual totals by year	85	100	99	87	371

Note: Sum of totals per category per annum differ from actual totals as applications normally include more than one category.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā

Deborah Kent
Associate Deputy Secretary
Early Learning and Student Achievement