



23 August 2021



Tēnā koe 

Thank you for your email of 15 July 2021 to the Ministry of Education, requesting the following information:

- 1. The number of teachers and school principals that have permanently left the profession from 2016 to 2020 broken down by region.*
- 2. The different reasons why staff members left the profession, broken down by the total number for each reason.*
- 3. A list of 10 schools in the Bay of Plenty-Wairariki region that have had the most staff leave the profession.*

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

The Ministry does not ask teachers or principals whether they are permanently leaving the profession when they cease employment, nor do we ask schools to collect this information on our behalf. Therefore, I am refusing your request under section 18(e) of the Act, as the requested information does not exist.

However, through payroll records, we have identified teachers and principals who have ceased employment and have not yet returned to a position. It is important to note that it is not uncommon for teachers and principals to leave the profession, sometimes for several years, before returning to teaching or management positions. As such, the numbers below which relate to teachers and principals that have ceased employment and have not yet returned to a position is not reflective of teachers that have ceased employment indefinitely.

The data provided in my response reflects all teachers and principals who ceased employment in state and State-integrated schools between 1 January 2016 and 23 July 2021 and have not returned to a teaching or principal position as of 23 July 2021.

If you are interested in the numbers of teachers who have entered the profession over the period you have requested, high level information is available on the Education Counts website at the following link: educationcounts.govt.nz/statistics/teacher-movement

Question 1: Number of teachers and principals who have ceased employment and not yet returned from 2016 to 2020, broken down by region

The figures provided as **Table 1** in the Annex below are based on the number of employees specific to each region. However, individuals may have had more than one job across multiple regions at the same time and could be counted in multiple regions when they ceased employment.

Question 2: Reasons why staff members have ceased employment and not yet returned from 2016 to 2020, with total number for each reason

The reason for leaving is an optional field supplied by schools when notifying Novopay that an individual has ceased employment with them. Therefore, we do not hold a reason for every individual who has ceased employment.

Furthermore, the reason for leaving is not verified in any way by the Ministry or Education Payroll (EPL). As such, we cannot comment on the accuracy of the data provided in the below table, nor can we confirm that an individuals' true intention for leaving is appropriately recorded.

The figures provided in **Table 2** of the Annex below relate to the number of times that a reason for leaving has been provided. This means that individuals who left more than one job at the same time will have each reason supplied counted.

Question 3: A list of 10 schools in the Bay of Plenty-Wairiki region that have had the most staff cease employment and not yet return from 2016 to 2020

The figures provided in **Table 3** of the Annex below have been collated based on the number of employees specific to each school in the Ministry's Bay of Plenty | Wairiki Education Region, which means that individuals with more than one job will be counted in each school that they were employed at.

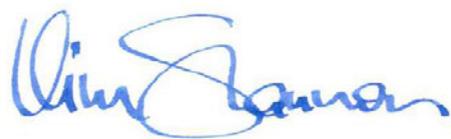
Additionally, we have provided the Teacher Headcount for each of the ten schools between 2016 and 2020. Headcount is a measure of the total number of teachers employed throughout the year. Here all teachers are counted equally, whether they are full or part time. Some teachers will work in more than one role across the year, these teachers are reported only once against the role in which they worked the most hours during the year.

Because Teacher Headcount figures are based on full year figures, the Headcount for the named ten schools over 2021 are not yet available. They will be published on the Education Counts website between April and May 2022. Once available you'll be able to find them at the following link: [educationcounts.govt.nz/ data/assets/excel doc/0004/207076/School-Level-Teacher-numbers.xlsx](https://educationcounts.govt.nz/data/assets/excel_doc/0004/207076/School-Level-Teacher-numbers.xlsx)

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. If you have further questions, please feel free to contact our media team in the first instance at media.team@education.govt.nz. If you are unsatisfied with my response, you have the right to ask an Ombudsman to review it. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Kim Shannon', with a stylized, cursive script.

Kim Shannon
Te Tumu Waihanga
Head of Education Infrastructure Service

Annex – Tables of Information

Table 1: Number of teachers and principals who have ceased employment and not yet returned to a teaching position in NZ state or state-integrated schools from 1 January 2016 to 23 July 2021, broken down by region

Year	Count of Employees									
	Auckland	Bay of Plenty / Wairariki	Canterbury / Chatham Islands	Hawke's Bay / Tairāwhiti	Nelson / Marlborough / West Coast	Otago / Southland	Tai Tokerau	Taranaki / Whanganui / Manawatu	Waikato	Wellington
2016	1134	276	432	176	152	204	146	217	285	423
2017	1152	296	427	186	178	220	163	243	342	474
2018	1359	352	464	206	147	259	197	244	356	513
2019	1489	368	568	241	229	289	184	317	432	628
2020	1511	417	639	270	227	359	236	375	474	659
2021	431	133	166	111	76	110	72	108	157	183
Total	7076	1842	2696	1190	1009	1441	998	1504	2046	2880

Table 2: Reasons why staff members have ceased employment and not yet returned to a teaching position in NZ state or state-integrated schools from 1 January 2016 to 23 July 2021, with total number for each reason

Reason for Leaving	Number of Jobs
Competency	6
Deceased	193
Dismissed	17
Did Not Start	25
Emigration	54
End of Fixed term	6596
Family Obligations	236
Leaving Education Service	2018
Maternity / Childcare	770
Medical Retirement	227
Overseas	1457
Private Education Service	123
Redundancy	129
Resigned	2986
Retirement	2883
Reason Not Known	3420
Study	55
Transfer to Another School	423
No Reason Supplied	1241
Total	22859

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Table 3: A list of 10 schools in the Bay of Plenty-Wairiki region that have had the most staff cease employment and not yet returned to a teaching position in NZ state or state-integrated schools from 1 January 2016 to 23 July 2021*, and their Teacher Headcount (HC) for the years 2016 to 2020.

School Name	Teachers who ceased employment						Teacher Headcount				
	2016	2017	2018	2019	2020	2021	2016	2017	2018	2019	2020
Bethlehem College	4	13	13	21	16	6	128	125	142	144	149
Otumoetai College	17	12	9	18	9	2	154	145	150	154	145
Tauranga Girls' College	6	8	9	11	12	1	100	102	94	100	100
Tauranga Boys' College	2	10	9	9	9	5	130	135	142	142	139
Whakatane High School	5	6	14	6	4	2	70	77	81	86	84
Trident High School	5	2	5	6	11	6	91	87	89	82	84
John Paul College	5	6	8	7	6	1	82	84	88	83	82
Katikati College	5	7	4	6	5	3	63	64	66	72	65
Te Puke High School	5	6	4	7	7	1	75	73	78	72	72
Taupo-nui-a-Tia College	4	5	8	7	5	1	80	84	87	82	82
Total	58	75	83	98	84	28	973	976	1018	1017	1002

*note that the figures provided relate to the number of employees specific to each school. This means that an individual who had left more than one job at the same time will be counted in each school they ceased employment at.