



16 March 2021

Tēnā koe [REDACTED]

Thank you for your email of 10 February 2020 to the Ministry of Education requesting the following information:

- Pursuant to section 12 of the Official Information Act 1982, I request copies of all documents generated, sent or received in regard to the Voluntary bonding scheme with reference to the number of teachers partaking pre and post the 2018 update

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

The expanded Voluntary Bonding Scheme 2018 was designed to incentivise newly graduated teachers to teach in certain areas of need for a period of three years, after which they qualify for a one-off payment of \$10,500. Given the requirement to remain in consecutive employment for three years, data is only becoming available now. We therefore do not currently have any official documents, memos, correspondence, or reports about teacher participation in the ongoing Voluntary Bonding Scheme 2009 or in the expanded Voluntary Bonding Scheme 2018. I am therefore refusing your request under section 18(e) of the Act as this information does not exist.

Outside of your request, we are able to provide you with further information which may be of interest to you as they provide context to the Voluntary Bonding Scheme (expansion). Two documents have been released publicly, one being the 11 December 2017 Cabinet Paper titled [Addressing Teacher Supply](#), and some information on page 12 of the 31 July 2020 Education Report [Teacher supply response to COVID-19 impacts](#) relates to the Voluntary Bonding Schemes

The expansion scheme comes from a separate cabinet paper and has a separate pool of funding to the ongoing Voluntary Bonding Scheme. The two schemes also have different criteria, so numbers of teachers participating are individual to each scheme. The criteria for each of the two schemes can be found on the TeachNZ website:

<https://www.teachnz.govt.nz/finding-a-teaching-job/voluntary-bonding-scheme/>

The ongoing scheme is limited to decile 1 schools or severely isolated state and state integrated schools. Due to teacher supply pressures, the expanded scheme was released in 2018 to decile 2 and 3 state and state-integrated schools in Auckland, and to new teaching graduates in subjects that are traditionally more difficult to staff (the sciences, technology, mathematics, te reo Māori) and in Māori medium kura throughout the country.

Applications for the Voluntary Bonding Scheme expansion require applicants to complete three years' consecutive employment. We currently have a limited amount of applications for the expanded scheme so far, as the only eligible applicants are the teachers who began working in January and February 2018.

By August 2021 we will have a much better understanding of the impact of the expanded Voluntary Bonding Scheme on the workforce. We are currently in the process of engaging with consultancy service providers to evaluate both Voluntary Bonding Schemes, with a specific focus on the expanded scheme. Evaluation is planned to begin in April 2021, and we expect to receive the full report by August 2021.

We can provide information on the number of payments for each of the two Voluntary Bonding Schemes by financial year. As they are separate schemes, the introduction of the Voluntary Bonding Scheme (expansion) did not affect participation in the ongoing Voluntary Bonding Scheme. Early data as at 15 March 2021 shows that we have had 97 applications for the Voluntary Bonding Scheme (expansion) from teachers who have completed three years of teaching since graduating.

**Table One: Participation in the ongoing Voluntary Bonding Scheme\***

Financial Year	Number of Payments	Sum of Amount Paid
2011/12	214	\$2,072,360
2012/13	255	\$1,524,500
2013/14	209	\$1,064,000
2014/15	122	\$735,000
2015/16	126	\$791,000
2016/17	113	\$682,422
2017/18	178	\$1,233,122
2018/19	184	\$1,254,736
2019/20	216	\$1,394,563
2020/21	183	\$1,147,626.00
<b>Grand Total</b>	<b>1,800</b>	<b>\$11,899,329.00</b>

\*as at 15 March 2020.

**Table Two: Participation in the expanded Voluntary Bonding Scheme\***

Financial Year	Number of Payments	Sum of Amount Paid
2011/12	78	\$647,798.00

\*as at 15 March 2020.

Thank you again for your request. You have the right to ask an Ombudsman to review this decision. You can do this by writing to [info@ombudsman.parliament.nz](mailto: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 'DK', is positioned above the printed name.

Deborah Kent  
**Associate Deputy Secretary**  
**Early Learning and Student Achievement**