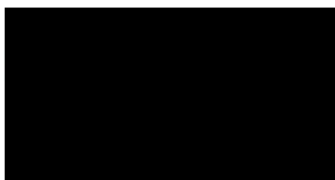




21 February 2020



Thank you for your request of 10 January 2019 to the Ministry of Education for data on teacher movement and retention through the profession in the past 10 years. Your request has been considered under the Official Information Act 1982 (the Act).

I am providing you with a table outlining the reasons entered into the Ministry's payroll systems for teachers leaving teaching positions in state and state-integrated schools between 2012 (the date Novopay took over processing the school payroll) and 2020, attached as **Appendix A**. This data has been compiled from the Ministry's payroll systems based upon the information that is entered by individual schools.

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.

Yours sincerely

Kim Shannon
Head of Education Infrastructure Service



Appendix A – Reasons supplied by schools for teachers leaving teaching positions between 2012 and 2020

| Reason For Leaving | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | Grand Total |
|----------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|----------------|
| Deceased | 20 | 39 | 33 | 68 | 52 | 55 | 53 | 36 | | 356 |
| Did Not Start | 5 | 12 | 6 | 7 | 15 | 14 | 44 | 10 | 1 | 114 |
| Dismissed/Competency | | 6 | 6 | 2 | 4 | 5 | 8 | 4 | 1 | 36 |
| Emigration/Overseas | 141 | 718 | 588 | 541 | 531 | 504 | 574 | 628 | 103 | 4,328 |
| End of Fixed term | 342 | 4,162 | 6,786 | 7,181 | 7,207 | 6,179 | 4,994 | 4,728 | 1,045 | 42,624 |
| Family Obligations | 2 | 73 | 67 | 40 | 62 | 74 | 92 | 79 | 35 | 524 |
| Leaving Education Service | 1,328 | 1,385 | 866 | 783 | 774 | 720 | 746 | 735 | 123 | 7,460 |
| Maternity/Childcare | 172 | 463 | 386 | 400 | 428 | 486 | 429 | 382 | 59 | 3,205 |
| Medical Retirement | 12 | 47 | 49 | 43 | 57 | 42 | 33 | 50 | 3 | 336 |
| Private Education Service | 1 | 20 | 30 | 30 | 27 | 26 | 30 | 23 | 17 | 204 |
| Reason Not Known | 1,217 | 4,375 | 3,587 | 2,692 | 2,894 | 2,897 | 3,338 | 3,199 | 391 | 24,590 |
| Redundancy | 47 | 239 | 128 | 56 | 130 | 98 | 42 | 44 | 5 | 789 |
| Resigned | 69 | 631 | 646 | 516 | 639 | 796 | 946 | 1226 | 586 | 6,055 |
| Retirement | 219 | 957 | 761 | 842 | 834 | 867 | 812 | 743 | 252 | 6,287 |
| Study | 2 | 20 | 23 | 16 | 18 | 28 | 32 | 23 | 13 | 175 |
| Transfer to Another School | 1,959 | 1,784 | 722 | 895 | 1,134 | 1,346 | 1,306 | 1,261 | 1,044 | 11,451 |
| Grand Total | 5,536 | 14,931 | 14,684 | 14,112 | 14,806 | 14,137 | 13,479 | 13,171 | 3,678 | 108,534 |

Caveats

- The figures above indicates the leaving reason when a position in a state or state-integrated school ends. This means an individual teacher will be counted more than once if they have left multiple jobs.
- We are aware that in some instances transfers between schools cannot be identified as they are not appropriately recorded in the payroll systems but the numbers in this scenario are likely to be small.
- Leaving reasons are supplied by the employing school, to the best of their knowledge, when the teacher's employment end. The Ministry does not verify the reasons as it is not a reporting requirement, so their accuracy cannot be confirmed.
- The years in the chart above relate to calendar years (i.e. 1 Jan – 31 Dec). A figure appears in the chart where an individual's payroll end date falls within a specific calendar year. Payroll end dates do not always reflect the last day of employment (last day of employment is not held in the payroll). For this reason some teachers who left at the end of any given year will be recorded under the subsequent year.
- Data for 2012 reflects any known departures from 22 August 2012 (the date Novopay took over processing the school payroll).
- Data for 2020 reflects any known departures up to 31 January 2020 recorded as at 26/01/2020.