

Briefing Note: Timelines for implementation of Early Childhood Education teacher supply package

To:	Hon. Chris Hipkins, Minister of Education		
Date:	11 September 2019	Priority:	High
Security Level:	In Confidence	METIS No:	1205145
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Messaging seen by Communications team:	No	Round Robin:	No

Purpose

This Briefing Note responds to your request for information on the timelines for implementation of the early childhood education (ECE) teacher supply package outlined at the Early Childhood Advisory Committee (ECAC) meeting on 4 September 2019.

Recommendations

- Note** the timeframes and next steps for the components of the package, as outlined in this Briefing.

Noted

- Agree** that this Briefing is proactively released.

Agree / Disagree

Release

Pauline Cleaver
Acting Deputy Secretary
Early Learning Student Achievement

11/09/2019

CH

Hon Chris Hipkins
Minister of Education

18/9/19

I'd like the reg changes drafted at the same time so it can go to tab in one go and come into force 28 days later.

Background

1. On Wednesday 4 September 2019, you announced a package of initiatives designed to help ease teacher supply pressures for ECE services over the short-medium term.
2. The three components of this package are:
 - **Immediate ECE teacher supply initiatives** including increased marketing, overseas recruitment assistance, and relocation support grants.
 - Support to teacher-led centre-based services to maintain funding rates through an increase in the number of **discretionary hours** available each funding period.
 - A proposal to extend the role of a **Person Responsible** in a teacher-led centre-based service to primary qualified teachers at designated parts of the day.
3. Each component is proceeding on its own implementation timeline, as outlined below.

Immediate teacher supply initiatives

4. The proposals for initial funding of this component were outlined in the Education Report: Approach to funding for immediate teacher supply in early childhood education [METIS 1204428 refers].

Increased marketing

5. In early November 2019, the Ministry will implement another phase of the STUFF campaign, targeted specifically at teaching in ECE as a career. An initial conversation was held with the ECAC sub group on 4 September 2019 and it is intended that this group will reconvene in October 2019 to review options.
6. At the same time, the Ministry will work jointly with the sector to deliver other campaign material and establish channels and mediums to reach agreed target audiences.

Overseas recruitment

7. Ministry-approved recruitment agencies are already working in the ECE overseas teacher market and have established relationships with pools of teachers wanting to teach in New Zealand.
8. Procurement processes are being completed for the Ministry approved recruiters to undertake this targeted recruitment campaign on behalf of the Ministry and they will be ready to start accepting vacancies from 16 September 2019.
9. Discussions with cross agency members were held last week, including the New Zealand Qualifications Authority. All processes and systems will be in place to support this campaign from 16 September 2019.
10. We will provide a view of activity on 7 October 2019 in the *Education Weekly Update* and fortnightly thereafter.

Relocation support grant

11. The introduction of a Relocation Support Grant (RSG) for ECE will be on a similar basis to the Overseas Relocation Grant (ORG) to assist with the actual and reasonable costs

associated with relocation. The RSG would be set at a lower amount to the ORG in place for schooling, taking into account the ability for employers in ECE to offer their own incentives over and above this grant.

12. The grant would be paid in full at the completion of 3 months' full time employment, where the teacher is employed for a minimum of 12 months, in a licensed ECE service.
13. The first applications for the RSG will be able to be received by the end of October 2019.

Discretionary hours

14. The temporary increase to discretionary hours for teacher-led centre-based ECE services will take effect from 1 October 2019 and be in place until 31 May 2020.
15. Communications activities have commenced to ensure eligible services are aware of the increase. An updated Funding Handbook will be published on our website prior to 1 October 2019.
16. Work has commenced with Student Management System (SMS) providers to ensure their systems are updated to allow services to access up to 60 discretionary hours per funding period during this timeframe, instead of the current 40.
17. Manual work-arounds to allow the Ministry to collate and report on the number of discretionary hours services are using during this period are being implemented. These will be in place to collect the information from 1 October. Technical changes in the Ministry's information technology systems to collect the discretionary hours' information are not being considered for this period.
18. Further communications will outline the new reporting requirements closer to February 2020. This is the first reporting period, covering discretionary hours used between 1 October 2019 and 31 January 2020.
19. No additional funding has been sought for this component of the package.

Person Responsible

20. You have asked us to conduct a short consultation on the proposal to allow primary-qualified teachers to hold the role of Person Responsible in an ECE teacher-led centre for designated parts of the day.
21. We intend to provide draft consultation material for your feedback on 17 September 2019. We suggest a four week consultation period, which could commence on 23 September 2019.
22. The timeframes outlined below indicate that, subject to Cabinet approval, new regulations could be in place in March 2020.

Stage	Timeframe
Draft consultation material to Minister for feedback	17 September 2019
Consultation starts	23 September 2019
Consultation finishes – 4 weeks	19 October 2019
Draft Cabinet paper to Minister for feedback. Includes summary of consultation submissions.	31 October 2019
Lodge Cabinet paper	7 November 2019

Stage	Timeframe
Cabinet paper considered by SWC	13 November 2019
Cabinet paper to Cabinet	18 November 2019
PCO drafting period – 6 weeks + holiday period	18 November 2019 – 7 January 2020
Lodge LEG Cabinet paper	5 February 2020
Cabinet paper considered by LEG	11 February 2020
Cabinet paper to Cabinet	17 February 2020
Regulations come into force 28 Days later	16 March 2020

Next steps

23. Regular updates on the progress of the marketing and recruitment initiatives will be provided through the Education Weekly Update.
24. Data on the uptake of the increased discretionary hours will be provided to you in March 2020, to cover the funding period 1 October 2019 – 31 January 2020.
25. You will shortly receive initial consultation documentation for the proposed changes to the Person Responsible requirements for your review and approval.