

Cabinet Paper material

Proactive release

Minister & portfolio Minister Hipkins, Education
Name of package Education and Training Amendment Bill: Approval for Introduction
Date considered 19 April 2021
Date of release 24 May 2021

These documents have been proactively released:

Cabinet paper: Education and Training Amendment Bill: Approval for Introduction

19 April 2021
Minister of Education

Cabinet Minute: CAB-21-MIN-0121

19 April 2021
Cabinet Office

Cabinet Minute: LEG-21-MIN-0039

15 April 2021
Cabinet Office

Education Report: The Education and Training Amendment Bill – draft

Approval for Introduction Cabinet paper
15 March 2021
Ministry of Education

Material redacted

Some deletions have been made from the documents in line with withholding grounds under the Official Information Act 1982. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

The applicable withholding grounds under the Act are as follows:

Section 9(2)(f)(iv) to protect the confidentiality of advice tendered by Ministers of the Crown and officials

Some deletions have been made from the documents as the information withheld does not fall within scope of the Minister's portfolio responsibilities, and is not relevant to the proactive release of this material.

You can read the Official Information Act 1982 here:

<http://legislation.govt.nz/act/public/1982/0156/latest/DLM64785.html>

In Confidence

Office of the Minister of Education
Chair, Cabinet Legislation Committee

The Education and Training Amendment Bill: Approval for Introduction

Proposal

- 1 I propose that the Education and Training Amendment Bill (the Bill) be approved for introduction into the House of Representatives.

Executive summary

- 2 The Bill is proposed for the 2021 Legislation Programme, with a priority of 9(2)(f)(iv). The Bill makes small and non-controversial, but relatively urgent, amendments to the Education and Training Act (the Act). The Bill:
 - 2.1 amends the application of the 'sunsetting' provision so that Schedules 20 (Enrolment schemes), 23 (Electing and co-opting board members), and 24 (National student numbers (NSNs)) remain in primary legislation, rather than being automatically repealed;
 - 2.2 clarifies that the Police vetting provisions in the Act apply to workers in the education sector who do not meet the test to be a children's worker under the Children's Act 2014, but are still likely to have contact with children;
 - 2.3 amends section 171 of the Act so that the thresholds for interventions in State schools align with section 78I of the now repealed Education Act 1989;
 - 2.4 extends the timeframe (in a transitional provision) that precludes tertiary education providers from charging trainees a compulsory student services fee;
 - 2.5 changes 'teacher' to 'person holding a teaching position' in the physical restraint provisions in the Act to avoid former teachers being automatically authorised to use physical restraint;
 - 2.6 clarifies the early childhood education (ECE) regulation-making power to ensure regulations can be made to cover all stages of the licensing process;
 - 2.7 specifies the education agencies that must comply with a statement of expectations relating to Te Tiriti o Waitangi jointly issued by the Minister of Education and the Minister for Māori Crown Relations: Te Arawhiti; and
 - 2.8 makes other minor and technical changes and any necessary consequential amendments.

- 3 In accordance with the authority provided by Cabinet to make decisions on issues of detail without further reference to Cabinet, I have decided to make additional minor and technical amendments to the heading above section 445 and to section 171 of the Act.

Policy

- 4 The Bill makes small and non-controversial, but relatively urgent, amendments to the Education and Training Act 2020 (the Act). The Bill is proposed for inclusion in this year's Legislation Programme with a proposed priority of 9(2)(f)(iv)
- 5 Cabinet has agreed to include the following proposals in the Bill [SWC-21-MIN-0005 and CAB-21-MIN-0033 refers]:

Removing Schedules 20, 23, and 24 from the sunset provision so that these provisions remain in primary legislation rather than being converted into regulations

- 6 The Bill amends section 667 of the Act so that Schedules 20 (Enrolment schemes), 23 (Electing and co-opting board members) and 24 (NSNs) are not automatically repealed on specified dates.
- 7 The intention was that these schedules would be converted into regulations in order to streamline the Act and make it easier to navigate. However, after further review I consider that these schedules contain provisions that are more appropriate for Parliamentary enactment. Should the conversion go ahead, the regulations may attract adverse scrutiny from the Regulations Review Committee.
- 8 The amendment to section 667 of the Act, and additional consequential amendments as necessary, will ensure Schedules 20, 23, and 24 remain in the Act.

An amendment to the Police vetting requirements in the Act

- 9 The Bill makes amendments to the Police vetting provisions in the Act to reduce confusion between those provisions and the safety checking provisions in the Children's Act 2014.
- 10 In general, all workers in the education sector who work with or around children are required to undergo either a comprehensive safety check under the Children's Act or a Police vet under the Act.
- 11 There is some confusion about which legislative framework, and therefore what standard of checking, applies in any given situation. This confusion is the result of the vetting provisions in the Act also capturing workers who are 'children's workers' and are therefore required to undergo a safety check under the Children's Act.
- 12 The Bill reduces confusion about which framework applies by clarifying that the Police vetting provisions in the Act apply to workers in the education sector who

do not meet the test to be a children's worker but are still likely to have contact with children.

Amending section 171 to reflect the settings of the Education Act 1989

- 13 Section 171 of the Act specifies the types of interventions that can be made in State schools. Section 171 was intended to mirror the equivalent section of the now repealed Education Act 1989. However, some changes were made inadvertently. The Bill amends section 171 so that it will mirror section 78I of the Education Act 1989.

Extending the transitional provision preventing tertiary education providers from charging trainees a compulsory student services fee

- 14 As part of the Reform of Vocational Education, the role of supporting work-based learning is shifting from transitional industry training organisations to tertiary education providers. All trainees¹ are expected to transition to Te Pūkenga (the New Zealand Institute of Skills and Technology) or another provider by the end of 2022.
- 15 To prevent trainees from facing an additional, unexpected cost, a transitional provision was included in the Act to prevent providers from charging trainees a compulsory student services fee (CSSF) until 31 December 2021.² It has not been possible to develop ongoing arrangements on CSSFs due to disruptions caused by COVID-19, as providers have been focused on running their businesses and supporting their learners.
- 16 The Bill extends the current transitional provision in the Act to prevent trainees being charged the CSSF until 31 December 2022. This extension will allow work to be completed on the broader future arrangements for CSSFs, including arrangements for trainees.

An amendment to change 'teacher' to 'person holding a teaching position' in the physical restraint provisions

- 17 The Bill amends section 99 of the Act to change 'teacher' to 'person holding a teaching position' in the physical restraint provisions (sections 99 – 101), so that former teachers³ are not permitted to use physical restraint under section 99 unless specifically authorised by the school that employs them.
- 18 This amendment restores the policy settings from the now repealed Education Act 1989 for the physical restraint provisions in the Act. There was no intention to move away from the settings of the 1989 Act.

¹ As defined in section 10 of the Act, a trainee means an employee who has a training agreement; and includes an apprentice.

² CSSFs are compulsory fees that can be charged by tertiary providers to all tertiary students to help finance a range of student services, such as health services, careers advice and sports and recreation services.

³ A former teacher is somebody who works at a school but who is no longer a registered teacher, or no longer holds a limited authority to teach, and is now employed in a non-teaching role.

ECE regulation-making power

- 19 The current ECE regulation-making power is ambiguous, and the Bill amends the Act to make it clear that regulations can be made in relation to both:
- 19.1 applications for approval to apply for a licence to operate an ECE service; and
 - 19.2 the licensing system, including applications for a new licence.
- 20 This amendment reflects the new two-stage licensing process for ECE services introduced by the Act, but has a delayed commencement of up to two years from enactment.

Agencies that must give effect to statements of expectations in relation to Te Tiriti o Waitangi under section 6

- 21 Section 6 of the Act allows the Ministers of Education and Māori Crown Relations: Te Arawhiti to jointly issue a statement of expectations that applies to agencies 'serving the education system'. This can be interpreted more widely than was originally intended.
- 22 The Bill amends section 6 to specifically list the five agencies that the section is intended to apply to. These agencies are the Ministry of Education, the Education Review Office, the New Zealand Qualifications Authority, the Tertiary Education Commission and Education New Zealand.

Minor and technical matters

- 23 On 14 February 2021 Cabinet Social Wellbeing Committee agreed to make a number of minor and technical amendments to various provisions of the Act. The Bill implements these minor and technical amendments.
- 24 Cabinet Social Wellbeing Committee also gave the Minister of Education authority to make decisions on issues of detail that may arise during the drafting process without further reference to Cabinet, subject to the decisions being consistent with the policy decisions already made on the Bill. In accordance with this authority, I have decided to make minor and technical amendments to:
- 24.1 section 9 so that it is consistent with the amendment to section 6 described above, as both provisions have similar phrasing;
 - 24.2 the heading above section 445 so that it accurately describes the subject matter of sections 445 to 448. The current heading incorrectly also refers to "consents to assess against standards", but these sections have been grouped under a separate heading above section 449;
 - 24.3 section 171 to clarify that the Secretary's power to dissolve a board can only be used if one of the scenarios set out in section 181 exists.

The United World Colleges Scholarships Regulations 1980

- 25 In February 2020 Cabinet agreed to revoke the United World Colleges Scholarships Regulations on the basis that the scholarships no longer exist [SWC-21-MIN-0005 and CAB-21-MIN-0033 refers].
- 26 Upon further consideration I wish to rescind this Cabinet decision. These scholarships do in fact still exist, but the Ministry ceased providing funding on 1 July 2018 as a result of Budget 2018 reprioritisations. As the scholarships still exist, the regulations should not be revoked at this time.
- 27 I consider that consultation is required before any further decisions are made about whether these regulations are necessary. My officials have contacted the scholarship's committee to determine the extent to which they rely upon these regulations.

Impact analysis

Regulatory Impact Statement

- 28 Treasury's Regulatory Impact Analysis Team has determined that clarification of section 6 of the Act relating to Te Tiriti o Waitangi is exempt from the requirement to provide a RIS on the basis that it is expected to have no or minor impacts on businesses, individuals or not for profit entities. The substantive issues have been addressed by previous impact analysis. Refer to the RIS at: <https://www.education.govt.nz/assets/Documents/Ministry/Legislation/ETB/Giving-Better-Effect-to-Te-Tiriti-o-Waitangi.pdf> and Cabinet Minute [SWC 19-MIN-0154].
- 29 The other regulatory proposals in this paper are exempt from the requirement to provide a RIS on the ground that they have no or only minor impacts on businesses, individuals or not-for-profit entities.

Climate Implications of Policy Assessment

- 30 The Climate Implications of Policy Assessment team has been consulted and confirms that the CIPA requirements do not apply to these proposals as there is no direct emissions impact.

Compliance

- 31 The Bill complies with the following:
 - 31.1 the principles of the Treaty of Waitangi;
 - 31.2 the rights and freedoms contained in the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993;
 - 31.3 the principles and guidelines set out in the Privacy Act 2020;
 - 31.4 relevant international standards and obligations; and
 - 31.5 the Legislation Guidelines.

32 A disclosure statement has been prepared for the Bill.

Consultation

33 The following agencies were consulted: The Treasury, Public Services Commission, Te Puni Kōkiri, Ministries of Justice, Business, Innovation and Employment, Social Development, Ministries for Women, Pacific Peoples, Youth Development, Office of Disability Issues, Office of Ethnic Communities, New Zealand Police, Office for Māori Crown Relations – Te Arawhiti, Oranga Tamariki, the Teaching Council, New Zealand Qualifications Authority, the Tertiary Education Commission, Education Review Office, Parliamentary Counsel Office and the Department of Prime Minister and Cabinet.

34 The Bill has been discussed in the Government caucus. No consultation with other parties represented in Parliament is required.

Binding on the Crown

35 The Bill will bind the Crown. On 24 February 2021 the Cabinet Social Wellbeing Committee considered the Cabinet paper seeking policy approvals for the Bill, which included a statement confirming that the Bill will be binding on the Crown [SWC-21-MIN-0005 refers].

Creating new agencies or amending law relating to existing agencies.

36 Not applicable

Allocation of decision-making powers

37 Not applicable.

Associated regulations

38 The Bill clarifies the regulation making power in early learning to ensure that regulations can be made for all stages of the licensing process, including the pre-application phase set out in section 17 of the Act. Section 17 has a delayed commencement of up to two years from enactment to allow time for the policy work on implementation and any necessary regulations to be developed and consulted on.

39 The first stage of the consultation on the options for implementation will start in August 2021 as part of the Early Learning Regulatory Review. This will be followed by public consultation on draft regulations early in 2022 ahead of section 17 coming into force by 1 August 2022.

Other instruments

40 Not applicable.

Definition of Minister/department

41 Not applicable.

Commencement of legislation

42 The Bill will come into force on the day after the date of Royal assent.

Parliamentary stages

43 The Bill should be introduced into Parliament by 21 April 2021, and be enacted as soon as possible after it is reported back to the House.

44 The Bill should be referred to the Education and Workforce Committee for consideration.

Proactive Release

45 I intend to proactively release this Cabinet paper once the Bill has been introduced, subject to redaction as appropriate under the Official Information Act 1982.

Recommendations

46 The Minister of Education recommends that the Committee:

- 1 **note** that the Education and Training Bill is proposed to be included in the 2021 Legislation Programme with a priority of 9(2)(f)(iv);
- 2 **note** that the Bill makes the following amendments to the Education and Training Act:
 - 2.1 amending the application of the 'sunsetting' provision so that Schedules 20 (Enrolment schemes), 23 (Electing and co-opting board members), and 24 (NSNs) remain in primary legislation, rather than being automatically repealed;
 - 2.2 clarifying that the Police vetting provisions in the Act apply to workers in the education sector who do not meet the test to be a children's worker under the Children's Act 2014, but are still likely to have contact with children;
 - 2.3 amending section 171 of the Act so that the thresholds for interventions in State schools align with section 78I of the now repealed Education Act 1989;
 - 2.4 amending sections 99 - 101 of the Act to change 'teacher' to 'person holding a teaching position' in the physical restraint provisions, so that former teachers are not permitted to use physical restraint under section 99 unless specifically authorised to do so by the school that employs them;
 - 2.5 extending the timeframe (in a transitional provision) that precludes tertiary education providers from charging trainees a compulsory student services fee from 31 December 2021 to 31 December 2022;

- 2.6 clarifying the ECE regulation-making power to ensure regulations can be made to cover all stages of the licensing process;
- 2.7 amending section 6 to specify the agencies to which any statement of expectation would apply. Currently section 6 enables the Ministers of Education and Māori Crown Relations: Te Arawhiti to jointly issue a statement specifying how 'agencies serving the education system' must give effect to public service objectives that relate to Te Tiriti o Waitangi; and
- 2.8 making other minor and technical changes and any necessary consequential amendments;
- 3 **note** that in accordance with the approval granted from Cabinet to make decisions on issues of detail that may arise during the drafting process, I have decided to amend:
- 3.1 section 9 so that it is consistent with the amendment to section 6 described above, as both provisions have similar phrasing;
- 3.2 the heading above section 445 so that it accurately describes the subject matter of sections 445 to 448. The current heading incorrectly also refers to "consents to assess against standards", but these sections have been grouped under a separate heading above section 449; and
- 3.3 section 171 to clarify that the Secretary's power to dissolve a board can only be used if one of the scenarios set out in section 181 exists;
- 4 **agree** to rescind the previous Cabinet decision to revoke the United World Scholarships Regulations 1980 because revocation is not required [SWC-21-MIN-0005 and CAB-21-MIN-0033 refers];
- 5 **approve** the Education and Training Amendment Bill for introduction, subject to the final approval of the government caucus and sufficient support in the House of Representatives;
- 6 **agree** that the Bill be introduced on 21 April 2021;
- 7 **agree** that the Government propose that the Bill be:
- 7.1 referred to the Education and Workforce committee for consideration;
- 7.2 enacted as soon as possible after it is reported back to the House of Representatives.

Authorised for lodgement

Hon Chris Hipkins

Minister of Education



Cabinet

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Report of the Cabinet Legislation Committee: Period Ended 16 April 2021

On 19 April 2021, Cabinet made the following decisions on the work of the Cabinet Legislation Committee for the period ended 16 April 2021.

LEG-21-MIN-0039 **Education and Training Amendment Bill: Approval for Introduction** CONFIRMED
Portfolio: Education

Out of scope

Out of scope

Michael Webster
Secretary of the Cabinet

Proactively Released by the Minister of Education



Cabinet Legislation Committee

Minute of Decision

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Education and Training Amendment Bill: Approval for Introduction

Portfolio Education

On 15 April 2021, the Cabinet Legislation Committee:

- 1 **noted** that the Minister of Education is seeking a category **9(2)(f)(iv)** on the 2021 Legislation Programme for the Education and Training Amendment Bill;
- 2 **noted** that in February 2021, the Cabinet Social Wellbeing Committee:
 - 2.1 agreed to amend the Education and Training Act 2020 to:
 - 2.1.1 amend the application of the ‘sunsetting’ provision so that Schedules 20 (Enrolment schemes), 23 (Electing and co-opting board members), and 24 (National student numbers) remain in primary legislation, rather than being automatically repealed;
 - 2.1.2 clarify that the Police vetting provisions in the Act apply to workers in the education sector who do not meet the test to be a children’s worker under the Children’s Act 2014, but are still likely to have contact with children;
 - 2.1.3 amend section 171 so that the thresholds for interventions in State schools align with section 78I of the now repealed Education Act 1989;
 - 2.1.4 amend sections 99 to 101 to change ‘teacher’ to ‘person holding a teaching position’ in the physical restraint provisions, so that former teachers are not permitted to use physical restraint under section 99 unless specifically authorised to do so by the school that employs them;
 - 2.1.5 extend the timeframe (in a transitional provision) that precludes tertiary education providers from charging trainees a compulsory student services fee from 31 December 2021 to 31 December 2022;
 - 2.1.6 clarify the Early Childhood Education regulation-making power to ensure regulations can be made to cover all stages of the licensing process;
 - 2.1.7 amend section 6 to specify the agencies to which any statement of expectation would apply. Currently section 6 enables the Ministers of Education and Māori Crown Relations: Te Arawhiti to jointly issue a statement specifying how ‘agencies serving the education system’ must give effect to public service objectives that relate to Te Tiriti o Waitangi;

- 2.1.8 make other minor and technical changes and any necessary consequential amendments;
- 2.1.9 revoke the United World Colleges Scholarships Regulations 1980 as these scholarships no longer exist;

2.2 authorised the Minister of Education to make decisions on any issues of detail that may arise during the drafting process without further reference to Cabinet, subject to the decisions being consistent with the policy decisions;

[SWC-21-MIN-0005]

3 **noted** that the Minister of Education has taken decisions to amend:

- 3.1 section 9 so that it is consistent with the amendment to section 6 described above, as both provisions have similar phrasing;
- 3.2 the heading above section 445 so that it accurately describes the subject matter of sections 445 to 448 (the current heading incorrectly also refers to “consents to assess against standards”, but these sections have been grouped under a separate heading above section 449);
- 3.3 section 171 to clarify that the Secretary for Education’s power to dissolve a board can only be used if one of the scenarios set out in section 181 exists;

4 **noted** that the Amendment Bill does not give effect to the decision in paragraph 2.1.9 as the revocation is not required;

5 **approved** for introduction the Education and Training Amendment Bill [PCO 23518/9.0], subject to the final approval of the government caucus and sufficient support in the House of Representatives;

6 **agreed** that the Amendment Bill be introduced by 21 April 2021;

7 **agreed** that the government propose that the Amendment Bill be:

- 7.1 referred to the Education and Workforce committee for consideration;
- 7.2 enacted as soon as possible.

Gerrard Carter
Committee Secretary

Present:

Hon Chris Hipkins (Chair)
Hon David Parker
Hon Poto Williams
Hon Meka Whaitiri
Hon Phil Twyford
Keiran McAnulty, MP (Senior Government Whip)

Officials present from:

Office of the Prime Minister
Officials Committee for LEG



Education Report: The Education and Training Amendment Bill - draft Approval for Introduction Cabinet paper

To:	Hon Chris Hipkins, Minister of Education		
Date:	15 March 2021	Priority:	High
Security Level:	In confidence	METIS No:	1248937
Drafter:	Georgie Handley	DDI:	439 5456
Key contact and number:	Ben O'Meara	DDI	463 8704
Messaging seen by Communications team:	No		

Purpose of report

This paper seeks your agreement to begin departmental and Ministerial consultation on the attached draft Cabinet paper, which seeks approval to introduce the Education and Training Amendment Bill (the Bill).

Summary

1. The Bill contains a number of minor and technical amendments that need to be progressed as soon as possible to improve the operation of the Education and Training Act 2020 (the Act).
2. In summary, the amendments will:
 - a. amend the 'sunset' clause for Schedules 20 (Enrolment schemes), 23 (Electing and co-opting board members and 24 (National student numbers) of the Act so that these provisions remain in primary legislation rather than being converted into regulations;
 - b. clarify the Police vetting requirements so that the child safety frameworks set out in the Act and the Children's Act 2014 work together more effectively;
 - c. amend section 171 of the Act to reflect the settings of section 78I of the now repealed Education Act 1989, particularly in relation to the thresholds for interventions in State schools;
 - d. extend the transitional provision preventing tertiary education providers from charging trainees a compulsory student services fee to 31 December 2022, as due to COVID-19 it has not been possible to engage with tertiary education providers to develop the ongoing arrangements for the fee;
 - e. apply a narrower definition of 'teacher' to the physical restraint provisions in the Act to avoid former teachers being automatically authorised to use physical restraint;

- f. amend the ECE regulation-making power so that regulations can be made in relation to both applications for approval to apply for a licence and applications to be licenced;
 - g. specify the agencies to which a statement of expectation relating to Te Tiriti o Waitangi under section 6 would apply;
 - h. revoke the United World Colleges Scholarship Regulations as these scholarships no longer exist; and
 - i. resolve a number of minor and technical drafting matters.
3. The Bill makes additional minor and technical amendments that were not included in the previous Cabinet approvals:
 - a. amending section 9 (the Tiriti sign-posting section) so that it incorporates and reflects the amendment to section 6;
 - b. the heading above section 445 so that it accurately describes the subject matter of sections 445 to 448. The current heading incorrectly also refers to “consents to assess against standards”, but these sections have been grouped under a separate heading above section 449;
 - c. amending section 171 to clarify that the Secretary’s power to dismiss or dissolve a board can only be used if one of the scenarios set out in section 181 exists (this helps readers to identify where to find the threshold for use of this power).
4. We are seeking your agreement to these minor and technical amendments in accordance with your authority granted by Cabinet to make decisions on issues of detail without further reference to Cabinet, subject to the decisions being consistent with the policy decisions already made on the Bill. We consider that the amendments set out above are matters of detail and are consistent with policy decisions already made on the Bill.
5. For the Bill to be passed by 1 January 2022, we propose you seek approval to introduce the Bill at LEG on 15 April. We recommend commencing departmental and Ministerial consultation on the attached draft Cabinet paper in the week of 22 March. We plan to provide your office with a final Cabinet paper by Tuesday 6 April, for submission to Cabinet Office by 10am on Thursday 8 April.

Recommended Actions

The Ministry of Education recommends that you:

- a. **note** that, as a part of the 2021 legislation programme, you have sought approval for a Bill to address minor and technical matters in the new Education and Training Act, with a priority of 9(2)(f)(iv)
- b. **agree** to make the following amendments in accordance with your authority from Cabinet to make decisions relating to matters of detail without further reference to Cabinet, subject to the decisions being consistent with the policy decisions already being made on the Bill:
 - (i) section 9 so that it is consistent with the amendment to section 6, as both provisions have similar phrasing;

Noted

Agree **Disagree**

- (ii) the heading above section 445 so that it accurately describes the subject matter of sections 445 to 448. The current heading incorrectly also refers to “consents to assess against standards”, but these sections have been grouped under a separate heading above section 449;

Agree / Disagree

- (iii) amend section 171 to clarify that the Secretary’s power to dissolve a board can only be used if one of the scenarios set out in section 181 exists

Agree / Disagree


- c. **agree** to commence departmental and Ministerial consultation on the attached draft Cabinet paper, which seeks approval to introduce the Education and Training Amendment Bill


Agree / Disagree

Proactive Release Recommendation

- d. **agree** that this Education Report is released after the Bill has been introduced.

Agree / Disagree


Ben O'Meara
Group Manager
Education System Policy
15/03/2021


Hon Chris Hipkins
Minister of Education
20/3/2021

Annexes

- Annex 1: (Draft) Cabinet paper: “The Education and Training Amendment Bill: Approval for Introduction (*attached separately*)
- Annex 2: The Education and Training Amendment Bill (*attached separately*)