

25 August 2025

Rebecca Kitteridge  
Deputy Public Service Commissioner  
Public Service Commission  
via email: [Rebecca.Kitteridge@publicservice.govt.nz](mailto:Rebecca.Kitteridge@publicservice.govt.nz)

Tēna kōe Rebecca,

### **Investigation into the Teaching Council of Aotearoa New Zealand**

On 18 June 2025, I referred an anonymous complaint to the Public Service Commission (the Commission), which outlined serious allegations against the senior leadership of the Teaching Council of Aotearoa New Zealand (Teaching Council).

I requested the Commission to conduct preliminary enquiries under clause 2 of Schedule 3 of the Public Service Act and provide me with advice as to what next steps I should take, including whether an investigation by the Commission into the allegations would be appropriate.

At a meeting on 22 August, you advised me that the Commission has completed its preliminary enquiries and recommends an investigation into the circumstances around at least one of the allegations. At this stage, I understand that your proposal is for the Commission to review how the Teaching Council has managed its Chief Executive's declared conflicts of interest with several relatives. The purpose of this review will be to determine whether the conflicts were identified, assessed and managed appropriately, as well as whether appropriate procurement processes were followed.

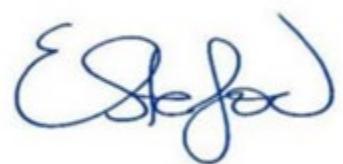
In relation to the remaining allegations, my understanding is that it has not been possible for you to determine whether there is a need to include them in the investigation, without putting these allegations to the Teaching Council staff involved. For that reason, you propose to share the specific allegations with the Board Chair, for her to co-ordinate an initial organisational response. From the Teaching Council's response, you will then be able to determine whether any of the other allegations should also be included in the investigation.

Based on this advice, I request the Commission undertakes an investigation, in line with your proposal above under Schedule 3, clause 5(2)(b) of the Public Service Act 2020.

I acknowledge that the broader concerns raised in the complaint, including those related to bullying and harassment, will be referred to the Chair of the Teaching Council's Governing Council for her consideration. I understand the Ministry of Education as the monitor agency for Teaching Council, will also be provided with a copy of the complaint for their information.

I look forward to receiving progress updates regarding the investigation and a copy of the final investigation report once it has been completed.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Erica Stanford".

Hon Erica Stanford