

# Resource Teachers: Learning and Behaviour



9 August 2011

Two ways for you to keep up-to-date with the steps to February 2012 are via this newsletter and Te Kete Ipurangi <http://rtlb.tki.org.nz/Transforming-RTLB-service>

## Update

- The projected staffing allocations for the new RTLB clusters were announced last week. There is a projected increase of 25 full-time equivalent of RTLB across New Zealand.
- The anticipated shift of some RTLB positions across the country will achieve a more equitable response to service needs
- The Sector Governance Group is meeting on 11 August. It is planned that a draft copy of the Funding and Service Agreement and the Lead School Application document will be published on TKI following this meeting to assist school boards in preparing for the lead school application process.

## Projected Staffing Allocations for New Clusters

The Ministry recognises that with a demand-driven service like the RTLB service, schools will never feel that there is sufficient resourcing. This makes it particularly important to consider how resources can be prioritised to those that need it the most.

The Ministry adopted the allocation method proposed by the Principals' Working Group, which takes into account schools' roll, decile, Maori and Pasifika student population, and isolation factors – all of which have been demonstrated to be key factors currently influencing RTLB service demand.

There will be some clusters that will gain allocated positions and a few who lose allocated positions. RTLB positions will be progressively shifted as vacancies arise throughout 2012 to increase capacity in those clusters where we know there is high demand or travel distances impact on service provision.

You can view the projected allocations and new clusters at <http://rtlb.tki.org.nz/Transforming-RTLB-service/Clusters>

## UPDATE on RTLB Transformation

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#### Update

*Projected staffing allocations for the new clusters*

## Frequently Asked Questions

*Q. With the creation of new cluster manager positions, does this mean the RTLB services will be reduced in order to pay for them?*

A. The new cluster manager roles were created by aggregating the cluster management resources across current employing schools through amalgamating clusters. Having only 40 clusters instead of 200 has enabled the consolidation of existing management resourcing to establish the 40 full-time positions. There has been no reallocation of RTLB practitioner staffing to pay for the new managers.

*Q. Why is there such variability in the proposed cluster sizes nationally?*

A. Although over half of the proposed clusters generate between 15 and 23 RTLB, there are clusters at either end of the scale. In some cases, large distance was seen as a rationale for having a smaller cluster. It was thought that the distance covered would be too large to be managed well. On the other hand, in urban centres 20 RTLB are generated over a relatively small distance and so it was seen as beneficial to have more RTLB working in a cluster delivering services to geographically close schools.

*Q. Is there a reduction of RTLB positions across the country?*

A. The national number of RTLB positions will not be reduced, but rather increased by a projected 25 full-time teacher equivalent (FTTE) RTLB positions across New Zealand.

Funding of RTLB staffing is based on FTTE, which is the number of full-time positions that are necessary to service an area. This differs from the actual staff count as one FTTE position may have been split between more than one RTLB through part-time or job share arrangements, which distorts the staffing count at a point in time.

*Q. Which areas are projected to get more RTLB?*

A. Northland, West Auckland, South Auckland, Coromandel, Waikato, East Cape, Gisborne, the West Coast, South Canterbury and Central Otago are all projected to gain RTLB positions.

*Q. Will there be redundancies?*

A. This is not the intention. RTLB in clusters with projected reductions in FTTE positions will not lose their jobs at the start of 2012. Throughout the 2012 transition period it is expected that most staffing discrepancies will be resolved naturally through the usual 10% annual staff turnover. In other words, natural attrition through 2012 is likely to absorb most of the surplus positions. At the end of 2012, any clusters with RTLB staff over their allocation will enter into surplus staffing provisions.

*Q. How will RTLB be supported during the shift to new lead schools?*

A. One of the expected outcomes of the transformation process is that the work of RTLB will receive greater support and be carried out with improved systems in the new lead schools and clusters. In addition, The Ministry and NZSTA are currently working with both the PPTA and NZEI to consider any employment matters that may arise.

*Q. How will students continue to be supported throughout the transition period?*

A. It is imperative that all students continue to receive RTLB services during the transition period and that RTLB are supported through the change. The transformed service means schools and students will continue to receive this highly valuable support through the RTLB service – and it will be much improved over time.

## Projected RTLB Staffing Allocations

The figures represented below were accurate on 5 August 2011 based on latest roll data.

New RTLB Cluster Number (indicative locations)	Projected FTTE Allocation (2012/13)	New RTLB Cluster Number (indicative locations)	Projected FTTE Allocation (2012/13)
1 (Northland)	21	22 (Napier/Taradale/Colenso)	13
2 (Whangarei)	21	23 (Hastings/Central Hawkes Bay)	19
3 (Hibiscus Coast/Rodney)	11	24 (Taranaki/Opunake/New Plymouth)	20
4 (North Shore)	25	25 (Wanganui/Fielding/Ruapehu)	18
5 (Massey/Henderson/Te Atatu)	27	26 (Palmerston North/Horowhenua/Kapiti)	31
6 (Kelston/Avondale)	17	27 (Upper Hutt/Wairarapa)	14
7 (Mt Eden/Mt Roskill/Mt Albert)	29	28 (Wellington/Porirua)	30
8 (Tamaki/Remuera/Maungakiekie)	24	29 (Lower Hutt/Wainuiomata)	18
9 (Otahuhu/Mangere)	22	30 (Nelson/Golden Bay/Puna Awarua)	14
10 (Papatoetoe/Otara)	24	31 (Picton/Blenheim/Kaikoura/Havelock)	7
11 (Howick/Pakuranga/Flat Bush)	21	32 (West Coast)	11
12 (Manurewa/Weymouth)	25	33 (North Canterbury/Rangiora/Papanui)	9
13 (Papakura/Pukekohe/Waiuku)	22	34 (Aranui/Linwood/Port Hills/Shirley)	26
14 (Cambridge/Morrinsville/Tokoroa)	19	35 (Fendalton/Riccarton/Burnside/Hillmorton)	22
15 (Coromandel/Thames/Waihi)	12	36 (Mid Canterbury/Peninsula/Malvern)	11
16 (Hamilton/Hillcrest/Fairfield)	30	37 (South Canterbury/Timaru)	9
17 (Te Kuiti/Taumarunui/Te Awamutu)	13	38 (Central Otago/Lakes)	6
18 (Tauranga/Mt Maunganui/Te Puke)	27	39 (Dunedin/Taieri/Otago)	21
19 (Whakatane/Opotiki/Rangitiki)	14	40 (Southland/Invercargill/Gore)	17
20 (Rotorua/Taupo/Mangakino)	25	Chathams - not a cluster	1
21 (Gisborne/East Coast)	18	Cluster Managers	40
<b>National Service</b>			<b>804.0</b>

## Contact us

Ming-chun Wu  
[mingchun.wu@minedu.govt.nz](mailto:mingchun.wu@minedu.govt.nz)  
 Transformation Programme Manager  
 Phone 04 463 8954

Stephanie McHardie  
[stephanie.mchardie@minedu.govt.nz](mailto:stephanie.mchardie@minedu.govt.nz)  
 Senior Project Officer  
 Phone 04 463 7540