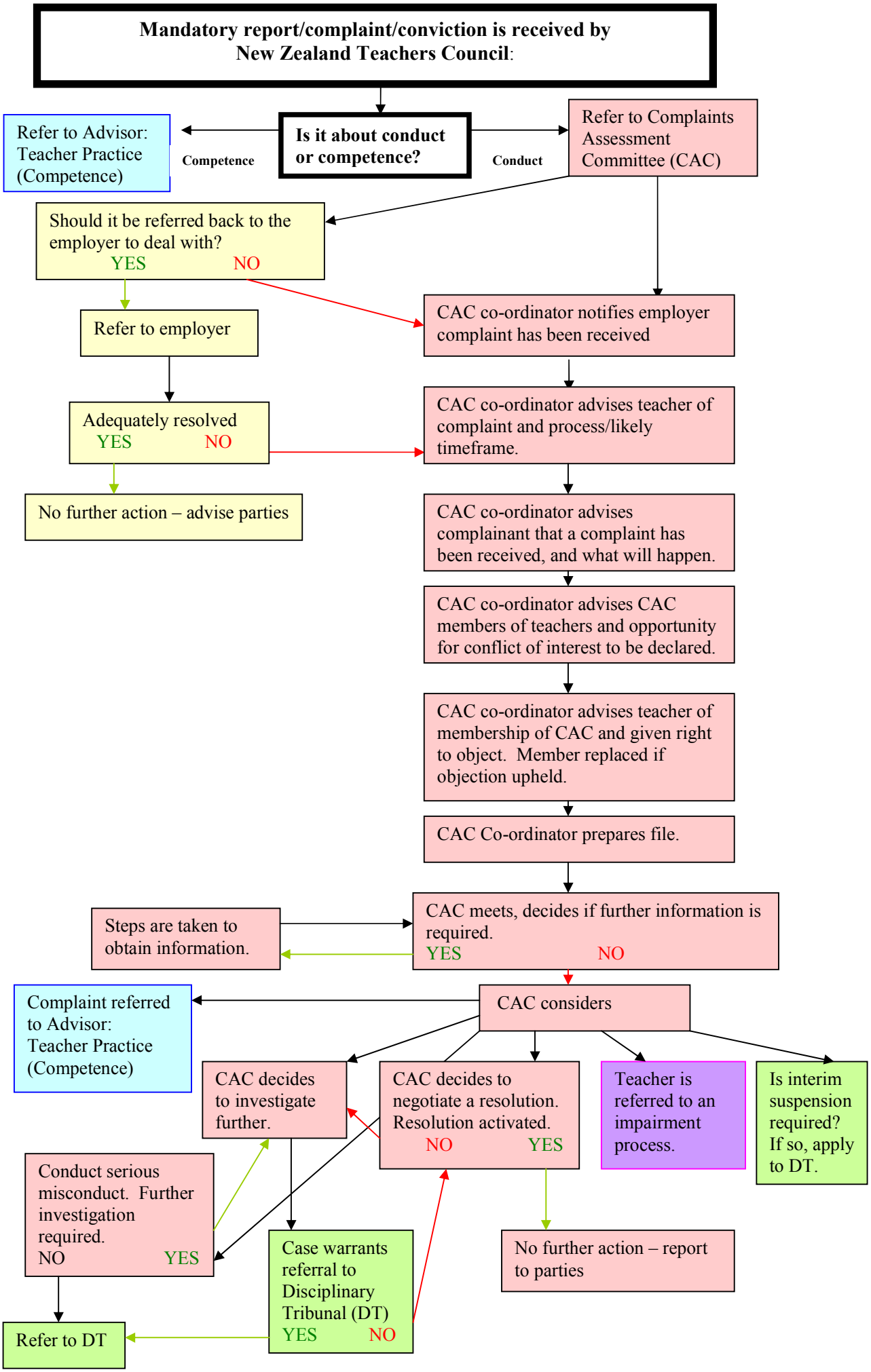
Mandatory report/complaint/conviction is received by New Zealand Teachers Council:
Is it about conduct or competence?
Competence
Refer to Advisor: Teacher Practice (Competence)
Conduct
Refer to Complaints Assessment Committee (CAC)
Should it be referred back to the employer to deal with?
YES
NO
Refer to employer
Adequately resolved
YES
NO
No further action – advise parties
CAC co-ordinator notifies employer complaint has been received
CAC co-ordinator advises teacher of complaint and process/likely timeframe.
CAC co-ordinator advises complainant that a complaint has been received, and what will happen.
CAC co-ordinator advises CAC members of teachers and opportunity for conflict of interest to be declared.
CAC co-ordinator advises teacher of membership of CAC and given right to object. Member replaced if objection upheld.
CAC Co-ordinator prepares file.
CAC meets, decides if further information is required.
YES
NO
Steps are taken to obtain information.
CAC considers
Complaint referred to Advisor: Teacher Practice (Competence)
CAC decides to investigate further.
CAC decides to negotiate a resolution. Resolution activated.
NO
YES
Teacher is referred to an impairment process.
Is interim suspension required? If so, apply to DT.
Conduct serious misconduct. Further investigation required.
NO
YES
Case warrants referral to Disciplinary Tribunal (DT)
YES
NO
No further action – report to parties
Refer to DT