



Public Service Association of NSW
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In reply please quote: **GS:cj C/N: 194103**

3 March 2023

Ms Georgina Harrisson
Secretary
NSW Department of Education
105 Phillip Street
PARRAMATTA NSW 2150

By email: secretary@det.nsw.edu.au

Dear Ms Harrisson,

Re: Consultation in relation to the Temporary Workforce transition project

The Association refers to the attached Temporary Workforce Transition Intranet Site Content February 2023 document emailed to the PSA Schools team on Friday 24 February 2023 by the departments Director, School Recruitment and Placement, School Workforce.

The PSA seeks an urgent meeting with you as Secretary to discuss the following contentious matters in relation to the content of the document and the Criteria outlined within this proposal.

The PSA makes the following observations-

1. As to the Overview

The PSA does not consider that the engagement process has been mutually beneficial nor has consultation been concluded or that the PSA has been consulted about many key aspects that are contained within the document.

2. Eligibility Requirements

The only consistent eligibility requirement that has been communicated to the PSA is that all eligible temporary school-based employees should have 3 years continuous service at their current school and to have secured employment in 2023. The department had not indicated a temporary staff member must currently have a 12-month contract within one classification. There are many staff who will be now ineligible and be denied an opportunity for permanency if this is not rectified. The PSA has continued to dispute the requirement to be employed for three years at one school.

The PSA also seeks written clarification that General Assistants, Student Support officers and Psychologists will be considered to be eligible for the TWT project.

3. Implementation

Whilst the PSA does not oppose the outlined Implementation process to be phased by school type and geographic location, the association requests that the current timeline be paused in order for consultation to continue in relation to every aspect of this proposal.

4. Process for principals

Regarding Principals being asked to validate position and work schedule information at the relevant Phase, the PSA seeks clarification as to the details and an assurance that no individual will be excluded from consideration for eligibility.

PSA also seeks clarification of how individuals will be confirmed as permanent. The PSA's current preference is for a written appointment notice.

5. Funding

The PSA does not support that the permanent positions be funded by schools, the department should fund the permanent positions as a one off exercise as the positions are above the schools current staffing entitlement. This requirement had not been previously raised with the PSA.

6. FAQs

Regarding the draft Answers to frequently asked questions they raise more questions than any answers for interested staff. The PSA seeks to sit down with the School Workforce officers and go through this detail in order to be clear of the answers as to the operation of this project and its impacts on each staffing cohort.

As to related documentation outlined within the document the PSA requests **pdf** copies as PSA officers do not have access to the departments intranet.

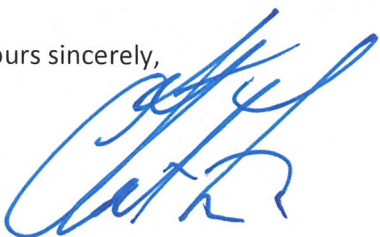
7. Information missing from the document

Please note that the document has no detail as to an exception process originally proposed and that there is no review or appeals mechanism.

The issues outlined above are not exhaustive and the PSA seeks an urgent meeting to discuss its many concerns. The PSA notifies the department that the parties are in dispute in accordance with the disputes resolution procedures in the Industrial Instruments that cover all of the affected PSA members by the proposal.

Please contact Greg Shaw Senior, Senior Industrial Officer by email: gshaw@psa.asn.au or on 0409 465 406 to make the requested meeting arrangements.

Yours sincerely,



Stewart Little
General Secretary

Encl.: DoE Temporary Workforce Transition Site Map

Cc: Ms Charlie Milne, Executive Director, School Workforce, HR Operations, Policies & Systems E: HRCorro@det.nsw.edu.au
Ms Clare Archibald, A/Executive Director, Employee Relations E: clare.archibald@det.nsw.edu.au
DoE IR Correspondence E: ircorrespondence@det.nsw.edu.au

Temporary Workforce Transition

Site Map

Current: Home -> Inside the department -> Human Resources -> HR Policy and strategy -> Temporary Workforce Transition

Item No	Page Instructions	Page Content (one intranet items toggled from linking buttons below item 1)	Updates/Issues	Signed Off
1	-	Introduction	No change	
2	Toggle links to items 3, 4, 5, 6, 7, 8 and 9	On This Page	Updated to include new items for Feb 2023 release	
3	Toggle from Intro page	Overview	No change (other than adding "Overview" as a title). This contains information provided in December 2022.	
4	Toggle from Intro page	Eligibility Requirements	New	
5	Toggle from Intro page	Implementation	New table	
6	Toggle from Intro page	Process for Principals	New	
7	Toggle from Intro page	Funding	New	
8	Toggle from Intro page	FAQs	New, including a new subpage	
9	Toggle from Intro page	Contact Us	No change	
10	Toggle from Intro page	Other links	New	

Introduction

In October 2022, the NSW Government announced a plan to make an offer of permanent employment to at least 10,000 temporary teachers and school support staff. This webpage provides details on eligibility and implementation of this initiative.

On this page [links toggling to the below content items]

- Overview
- Eligibility Requirements
- Implementation
- Process for Principals
- Funding
- FAQs
- Contact us
- Other links

Overview

In October 2022, the NSW Government announced a plan to make an offer of permanent employment to at least 10,000 temporary teachers and school support staff.

Since that time, the department has taken the time needed to review our workforce data, engage with our stakeholder groups and consider implementation options. As a result of this work, we have developed an eligibility and implementation framework to identify more than 15,000 temporary teachers and other school-based support staff in temporary employment who could be made an offer of permanent employment.

This is a complex process requiring dedicated specialist School Workforce and EdConnect officers to identify and transition eligible school staff and support schools with a phased rollout throughout 2023.

The department has consulted with the NSW Teachers Federation, the Public Service Association, NSW Aboriginal Education Consultative Group, Primary Principals Association and Secondary Principals Council and other

representative groups to determine the best approach both in terms of eligibility and implementation.

Eligibility Requirements

Eligibility is based on school-based employees including teachers and all support staff who have worked in the same school on a temporary basis for 3 years or more, at the same classification, are engaged in a 12-month contract with that school for 2023, and are eligible for permanent employment.

All eligible temporary school-based employees will be made an offer of permanent employment in 2023. At this time, we anticipate exceeding 15,000 offers.

Eligibility extends to school-based employees though does not extend to school-based executive or principal positions or any corporate staff.

Implementation

Implementation will be phased by school type and geographic location. It is anticipated this rollout will be completed over a twelve month period. We will engage directly with operational directorates to advise and agree on individual eligibility.

Throughout this process, all current permanent vacancies in schools have been, and will continue to be filled in line with existing procedures. Schools should continue to offer temporary engagements as required to meet operational requirements in 2023. Where a temporary role is backfilling a permanent vacancy, the temporary engagement should be for the full period of the vacancy.

Phase delivery details

Phase	Schools/Operational Directorate	Information of eligible officer provided to schools
Phase 1	Connected Communities schools, Schools for Specific Purposes and all eligible temporary Aboriginal Education Officers	Week commencing 27 March 2023
Phase 2	Rural North	Week commencing 27 March 2023
Phase 3	Rural South and West	Week commencing 24 April 2023
Phase 4	Regional North	Week commencing 8 May 2023
Phase 5	Regional North and West	Week commencing 15 May 2023
Phase 6	Regional South	Week commencing 23 May 2023
Phase 7	Metropolitan North	Week commencing 29 May 2023
Phase 8	Metropolitan South	Week commencing 5 June 2023
Phase 9	Metropolitan South and West	Week commencing 19 June 2023

Process for principals

Principals will be asked to validate position and work schedule information at the relevant Phase.

On confirmation of work schedule information, all eligible temporary employees will directly receive advice of an offer to be issued at the relevant Phase.

Funding

These permanent positions will be funded by schools, noting that offers of permanent employment are based on the proven capacity of the school to maintain the temporary employment given the officer's employment for at least three years to the end of 2022, and have committed to a further temporary engagement in 2023.

If at a point in the future a school can no longer fund the additional permanent position, usual processes for managing excess staff will commence. The Department will, if needed, cover any associated costs for the position until such time as the school's funding position improves or another suitable permanent placement is identified.

FAQs

Answers to frequently asked questions can be found here ([link to below](#)).

Contact us

Enquiries about the Temporary Workforce Transition project can be submitted using the online query [link](#) and selecting the appropriate form under HR, Temporary Workforce Transition Project.

Other links

- [Ministerial Announcement – 16 October 2022](#)
 - [Premier and Ministerial Announcement – 31 January 2023](#)
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Frequently Asked Questions (FAQs)

(Note that the site map should be: Home -> Inside the department -> Human Resources -> HR Policy and strategy -> Temporary Workforce Transition -> FAQs)

General FAQs

Question	Answer
How long is the program in place? Will this be an ongoing offer for new temporary teachers and other school-based staff?	<p>This is a one-off program of work commencing and concluding in 2023 that will offer permanent employment to eligible temporary school based employees that have worked in a single school, in the same employment classification, over considerable time (at least three years to the end of 2022) and are engaged in a 12-month contract with that school for 2023.</p> <p>This will apply to employees who have met the eligibility criteria as at the relevant date. Principals and eligible temporary employees will be notified in 2023 through the phased roll out of the program. Eligible staff will be made an offer of permanent employment at the school where they are engaged.</p>
What were the previous limitations in balancing the temporary permanent workforce blend?	There are a range of drivers that have led to the growth in temporary teachers and support staff over the last decade including staff backfilling temporary vacancies, secondments, temporarily funded programs, and policy settings that encourage increased flexibility or increased targeted support (allowing creation of Above Centrally Identified Positions).
Will the Department review the current policy settings around temporary employment?	As part of this initiative, the department will also review current policy settings regarding future growth of temporary employment.
How will this transition to permanency affect the NSW Education cluster workforce?	In addition to increasing employment certainty for the individual, the opportunity to provide a cohort of the current temporary workforce with permanent employment will provide a significant increase in the overall pool of permanent staff with mobility to move to other permanent vacancies over time, as well as contribute to better

	succession planning and leadership development opportunities.
Initially a figure of 10,000 temporary teachers and support staff would be offered permanent roles, that's now over 15,000 – what has changed?	Following the Minister's initial announcement that 'at least 10,000 roles have been identified' (and the department will continue to work directly with principals to identify more), the department has undertaken further data analysis to identify and propose options for eligibility and phasing, as well as extensive consultation with key stakeholders. As a result, the current proposed parameters will support over 15,000 teachers and other school-based staff members to be made an offer of permanent employment.
When are the temporary to permanent transitions expected to be finalised?	The implementation will occur in phases across 2023, to ensure the volume of appointments can be managed by relevant business areas without causing undue burden on principals or the temporary staff.
How will the initiative be rolled out?	The first cohort of schools (Schools for Specific Purposes and Connected Communities) and all eligible temporary Aboriginal Education Officers regardless of location will be offered permanent employment in Term 1 along with schools in some of our most rural and remote areas. The initiative will then continue to be rolled out across operational directorates. Policy updates will consider current policy settings regarding future growth of temporary employment.
Does this mean that school principals won't need to declare vacancies and use local choice of temporary to permanent conversion to fill vacant permanent teacher positions?	These offers of permanent employment are not reliant on there being a current permanent entitlement vacancy at the school. Principals will continue to declare permanent entitlement vacancies as per normal processes. The initiative is not replacing usual staffing practices and industrial agreements. Principals have not been restricted from seeking to fill permanent vacancies while this initiative has been developed.
Will the department be funding these positions?	These positions will be funded by schools, noting that offers of permanent employment are based on the proven capacity of the school to maintain

	the temporary employment for at least the past three years, and have committed to a further temporary engagement in 2023. If at a point in the future a school can no longer fund the additional permanent position, usual processes for managing excess staff will commence, and the department will if needed cover any associated costs.
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Program Eligibility FAQs

Question	Answer
How long does an employee need to work for the department to be eligible for this offer?	Teachers and other school-based staff who have been employed in the same school at the same classification on a temporary basis (full or part time) for three years or more as at the end of 2022 on a continuous basis, and have committed to a further 12-month temporary engagement with the school for 2023 may be eligible.
What is the eligible FTE for permanent employment?	The temporary engagement FTE for 2023 will be the maximum FTE considered for permanent employment.
What is needed for me to accept?	To minimise the administrative impact on relevant schools and employees the offer will be made through HR systems and can be accepted through HR systems. Where a choice is made to not accept an offer a letter will be issued to the staff member acknowledging that choice. To keep the administrative impact to a minimum some formal procedures ordinarily required for appointment to a permanent role may not be required.
Is individual performance considered when offers are made? Will there be an additional assessment or merit based process applied?	Where an offer is made, it is made on the basis of an individual's eligibility based on the individual's tenure and employment status. Principals will be asked to validate position and work schedule information. On the basis that eligible employees have had at least three years of employment at the same school, and at the same employment classification, and continue to be engaged for the 2023 school year, it is expected that they are currently performing their duties satisfactorily. All eligible employees will receive an offer.