

Temporary Workforce Transition

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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 Update

As a result of the recent change of Government after the NSW State election, the Department is briefly pausing the rollout of the Temporary Workforce Transition initiative to ensure our new Minister for Education and Early Learning, The Hon. Prue Car, MP, is fully briefed on this important program.

A revised timeline will be advised to all schools as soon as possible, anticipated to be early in Term 2. We remain committed to delivering this exciting outcome to benefit our workforce and most importantly, our students.

Any temporary staff member who meets the current eligibility criteria will remain eligible to be made an offer of permanent employment under this initiative. We still anticipate more than 15,000 temporary school-based staff to be made an offer. In the interim, principals should progress recruitment for any permanent entitlement vacancy consistent with existing processes and agreements.

Implementation Phasing

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, all eligible temporary Aboriginal Education Officers, and schools supported under Priority Recruitment Support model	TBC
Phase 2	Rural North	TBC
Phase 3	Rural South and West	TBC
Phase 4	Regional North	TBC
Phase 5	Regional North and West	TBC
Phase 6	Regional South	TBC
Phase 7	Metropolitan North	TBC
Phase 8	Metropolitan South	TBC

Phase	Schools/Operational Directorate	Information of eligible officer provided to schools
Phase 9	Metropolitan South and West	TBC

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.

Frequently asked questions

Answers to frequently asked questions can be found on the [Temporary Workforce Transition FAQs page](#).

Further information

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

Contact us

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

Last updated: 04-Apr-2023



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