

WORKING WITH US

Teachers who wish to work with the NSW Department of Education and Training must first obtain an 'approval to teach' by meeting requirements set by the Department and the NSW Institute of Teachers.

Approval to work as a casual, temporary or permanent teacher in NSW public schools involves:

- formal assessment of academic requirements (subject content and method studies and professional experience)
- assessment of personal suitability through attendance at a personal suitability interview with a senior departmental officer
- probity checking, which includes a national criminal record check and Working With Children check, as required by legislation
- undertaking an English language proficiency test for applicants who have obtained the majority of their qualifications in a country where English is not the main language. There are additional requirements for overseas trained teachers.

Only Australian citizens or permanent residents may be offered permanent employment as a teacher in NSW public schools.

In addition, from 2009, all new scheme teachers (those first employed in a NSW school during or after term four 2004, or who are returning to teaching during or after term four 2004 after a break of five years or more) will need to apply to the NSW Institute of Teachers for eligibility for accreditation.

As an employment applicant, you will be required to provide documentation to both the Department and the NSW Institute of Teachers.

As an employer of teachers, we need to be assured that all teachers have a demonstrated proficiency in all aspects of English, i.e. reading, writing, speaking and listening.

Prospective teachers who have obtained the majority of their qualifications in a country where English is not the main language are required to undertake the Professional English Assessment for Teachers (PEAT).

Applicants who can provide evidence that they have successfully taught in English in a school in a country where English is the main language for a substantial period of time may be exempt.

Countries where English is the main language are: Australia, Canada, New Zealand, Republic of Ireland, South Africa, United Kingdom (England, Northern Ireland, Scotland and Wales) and the USA.

The English language assessment will take place once your qualifications are found to be satisfactory and before your interview. For more information go to our website www.teach.nsw.edu.au and click on 'overseas'.

2010 Graduate Recruitment Program

Final year teacher education students have the opportunity to obtain their approval to teach through the Department's Graduate Recruitment Program. You may apply through the 2010 Graduate Recruitment Program if you:

- are currently enrolled in your final year of an accredited teacher education program through a university in NSW or ACT or through La Trobe University, Victoria (Wodonga Campus)
- have Australian citizenship or permanent residency*
- have demonstrated proficiency in all aspects of English.

*International students can apply for casual teaching approval in accordance with their work rights under their visa.

If you apply through the 2010 Graduate Recruitment Program, you may obtain an early interim casual approval to teach if you:

- have obtained eligibility for initial teacher accreditation from the NSW Institute of Teachers
- have satisfied all departmental recruitment requirements including probity checks
- have successfully completed all requirements of your teacher education program to date
- have successfully completed the professional experience component (including any internship) of your teacher education program
- are not aware of any reason why you will not be awarded a recognised teacher education qualification at the completion of the current semester of study
- have demonstrated satisfactory English language skills.

As soon as you receive your interim casual teaching approval, you are eligible to work as a teacher in our schools.

The interim casual approval will be valid until the end of Term 1 2010. You will receive your full approval to teach when the NSW Institute of Teachers advises the Department that you have met academic requirements.

Your priority date will impact on how soon you may be offered employment as a permanent teacher. Mid year graduates who apply for employment this year through the Graduate Recruitment Program will usually have a priority date of 1 July 2009; 1 December 2009 for end of year graduates. Were you to apply in February next year, for example, you would have a priority date of 1 February 2010. When necessary, priority dates will be used in the process of matching teachers to vacant positions.

The interim casual approval will state that your pay rate is for a three year trained teacher even though you are completing a four year course. When you receive your full approval to teach, you will receive back pay for any work undertaken after the date stated on your approval as your priority date.

Permanent employment

The Department employs more than 50,000 permanent school teachers. Each year many graduates join the ranks of our permanent workforce.



In 2009, the NSW Department of Education and Training and the NSW Teachers Federation signed a new staffing agreement.

This agreement maintains the Department's responsibility to ensure that each class is taught by a qualified teacher, while also acknowledging that many school communities and principals want to take part in selecting the most appropriate teachers for their school.

The new agreement also maintains the Department's commitment to make 'priority placements' - appointments for teachers whose positions have been abolished due to changes in school enrolments or curriculum, teachers who have served in remote locations or who have genuine compassionate reasons to move, teachers returning to work and teachers appointed through targeted recruitment programs, including high achieving new graduates.

Through the Graduate Recruitment Program, final year teacher education students whose academic results, professional experience reports and interview responses are of a very high standard may be offered a permanent teaching appointment for the following school year to high schools, central schools, and primary schools across the State.

Under the new staffing agreement, there may be vacancies for which you could be invited to apply. Once you have obtained your approval to teach, you can also apply for advertised classroom teacher positions through Jobs@DET at www.jobs.det.nsw.edu.au.

For more details on how we staff our schools, go to the 2010 Graduate Recruitment Program website at www.teach.nsw.edu.au/grp.

Casual and temporary employment

Casual and temporary teaching is a great way to gain an introduction to the NSW public education system. It provides valuable experience for teachers just starting out as well as those seeking variety and new experiences in their careers.

More than 5,000 graduate teachers apply for employment in our schools each year. Many of these new teachers start their career with us as casual and temporary teachers prior to receiving permanent jobs.

There are opportunities for casual and temporary teaching in most areas of NSW and you will greatly increase your chances of obtaining employment if you are able to accept teaching engagements in non-coastal country areas or in south western and western Sydney.

As a **casual teacher** you will be employed on a day-to-day basis replacing permanent teachers who are absent or participating in other activities. Casual teachers are paid a daily rate, based on years of training and experience, which is loaded to include a component for sick leave and vacation pay. In 2010, a four year trained teacher will earn around \$300 per day depending on experience.

As a **temporary teacher** you will be employed full-time for a month or more or part-time for two terms or more. Temporary teachers receive most of the entitlements of permanent teachers, including annual salary, on a pro-rata basis.

Benefits of casual and temporary teaching

Casual and temporary employment is a preferred option for teachers wanting flexibility in order to balance work and family responsibilities. For teachers awaiting permanent appointment, casual and temporary employment provides great opportunities to further develop professional skills. More importantly, you could gain an offer of permanent employment more quickly through the Teacher Employment Priority Scheme (TEPS).

TEPS enables you to accelerate your priority date for permanent employment. Depending on the schools in which you work, your priority date for permanent employment may be accelerated by up to 18 months for every 50 days of casual or temporary service in NSW public schools. Further information about TEPS is available from our website www.teach.nsw.edu.au/teps.

Other benefits of casual and temporary employment include:

- flexible hours
- opportunities to travel throughout NSW
- experiencing teaching in other parts of the curriculum
- enjoying different experiences daily.

In addition, temporary teachers may benefit from locality and climate allowances in some areas, a range of extra leave options and vacation pay.

Casual and temporary employment opportunities for graduates

Graduates who have received their interim casual teaching approval are eligible to work as a teacher in our schools.

Approved teachers are automatically registered with Casual.Direct, the Department's computerised casual teacher staffing system providing casual teachers to schools upon request.

Teachers registered with Casual.Direct are also considered for temporary teaching opportunities by the Teacher Relief Scheme to assist schools in covering longer term temporary vacancies.

Teachers who have an approval to teach may contact schools directly and advise of their availability for casual and temporary teaching.

Advertised temporary teacher vacancies are published on the teach.NSW website at www.teach.nsw.edu.au/vacancies.

