

Independent Public Schools – human resources

Staff management

- *Independent Public Schools* will be directly allocated their primary, secondary and Special School resources as well as student support resourcing such as behaviour management, support teachers for literacy and numeracy, English as a second language, students with disability support and guidance officers.
- Employees at *Independent Public Schools* retain their leave entitlements (e.g. sick leave, long service leave and recreation leave) and the same conditions of employment as employees at all other state schools.
- *Independent Public Schools* will continue to manage short-term teacher absences as per the current *Teacher Relief Scheme* management system.
- The *Independent Public Schools* initiative will not impact upon permanency. If permanent staff do not wish to remain in an *Independent Public School*, they will be required to provide notification within one month of the school being advised it will be included in the *Independent Public Schools* initiative. Teachers will have the opportunity to transfer to another state school within the same geographic area.
- Permanent non-teaching employees will remain at their current location until a permanent position at a new location is found.
- Teachers recruited by an *Independent Public School* are employees of the department not the specific school. As such they are subject to the current Conditions of Employment for permanent teachers and may be required to teach anywhere in the State at some point of their career.
- Being part of a strong state schooling system, *Independent Public School* principals will continue to support the state-wide transfer system.
- The *Independent Public School* principal in consultation with the local regional office may identify teachers who are able to be released on transfer as they have not worked in a non-preferred location. These teachers would be available to undertake non preferred service at a location across the state identified as requiring their skill set and capabilities.

- Principals will then be able to recruit independent of departmental processes to fill a vacancy created by the transfer of a teacher to undertake non preferred service.
- Principals at an *Independent Public School* will manage the return from leave of all employees based at their location.
- *Independent Public Schools* may make early offers of employment to graduating teachers providing there is a substantive vacancy available in the following year.

Recruitment and selection

- *Independent Public Schools* will have the opportunity to recruit all teachers without going through departmental processes. *Independent Public Schools* can also continue to use the current recruitment and transfer systems.
- Principals of *Independent Public Schools* will continue to follow the current processes to manage unsatisfactory performance of staff.
- The transfer system will be retained and strengthened for all state schools.
- The transfer system will continue to be available for teachers at *Independent Public Schools* who wish to apply for a transfer to other locations.
- An *Independent Public School* may recruit a current DETE teacher at any time which may not align with the start of a school year.
- Where the proposed commencement date is after the start of a new school year the release date is to be negotiated between the two principals. The releasing principal will have the final say on the actual release date to ensure continuity of education at their location.
- Teachers in remote (level 7) schools may apply after minimum service period of two years. Teachers in all other schools are able to apply subject to a minimum service period of three years in the one school.



Staffing profile

- *Independent Public Schools* will have the capacity to plan their workforce (administrative staff, teaching staff and school support staff). There will need to be a strong consultative process when developing a proposal. The workforce plan will be approved by the school council.
- *Independent Public Schools* will not be managing an actual salary budget i.e. the actual salaries of teachers have no impact on staffing decisions.
- *Independent Public Schools* will be provided with a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent (FTE) staff and notional monetary terms. The notional FTE budget will be based on average salary costs. This will facilitate the capacity of the schools to determine the appropriate staffing mix during workforce planning.
- *Independent Public Schools* will have the same staffing entitlement as all other state schools. There will be no difference in respect to permanent and temporary positions.

- Local workforce committees will continue to operate to ensure a strong local consultative process in *Independent Public Schools*.

Principal positions

- A school will be selected to become an *Independent Public School*, rather than a principal. The principal will not have a contract. The conditions and tenure of principals will not be affected by the *Independent Public Schools* initiative.
- The *Independent Public Schools* initiative will not impact on the banding of the principal position or the principal's capacity to apply for a relocation or promotion.
- The selection of a new principal of an *Independent Public School* will follow the current system-wide process for the appointment of Executive Principals. The only difference will be that the school council chair will be included on the selection panel.