



Priority Recruitment

The Minister's office has requested advice on the top 20 schools by vacancy, which of those schools are receiving support through the Priority Recruitment Support (PRS) pilot and the type of support being provided to schools to manage current vacancies.

Key Information

As at 29 July 2022, the top 20 schools by vacancy had a total of 160.6 FTE permanent vacancies subject to recruitment activity. The vacancies in these schools represent 7.8 per cent of all vacancies. Around 70 per cent of the vacancies across the top 20 schools have been declared for action within the last three months.

Key data:

- Around 62 per cent of schools (1,367) have at least one permanent vacancy.
- Around 17.5 per cent of schools (390) have two or more vacancies.
- Around 2.3 per cent of schools (50) have five or more vacancies.

Eleven of the top 20 schools by vacancy, are currently being supported under the PRS pilot initiative, with 7 PRS schools in the Top 10 schools by vacancy. Full details are at **TAB A** including a comparison to data from 25 May 2022, which reflects vacancies around the commencement of the PRS initiative. A list of all PRS schools is at **TAB B**.

All school principals – regardless of participation in the PRS initiative, are directly supported to fill all permanent vacancies. For schools within the PRS pilot, where positions have proven challenging to fill and where all central options have been exhausted, a \$20,000 recruitment bonus and relocation support package has been made available to principals to include on advertised positions. In addition, more intensive workforce planning support has been provided, leading to further exploration of above establishment placements to offset multiple long term leave arrangements and early appointments of scholars or graduate teachers for anticipated future vacancies, for example, relating to future retirements.

Following less than 10 weeks' formal operation, the PRS team has filled 88 vacancies across the 56 schools included in the pilot. With 210 active vacancies across all PRS schools at the commencement of the pilot, this represents 41 per cent of initial vacancies filled. Following detailed workforce planning discussions, a number of principals in the pilot have since declared more vacancies for action, having previously had these positions either on hold or review. As a result, 107 new vacancies have been declared since the commencement of the pilot, with an overall result of 229 vacancies requiring recruitment action from the commencement of Term 3.

An interim progress report on the PRS initiative is currently being developed, with outcomes and findings to inform the future direction of the initiative.

Financial Implications

Nil

Recommendation

That the Minister notes the advice.

Endorsed

Charlie Milne, Executive Director, School Workforce, 0422 922 675, 1 August 2022

Approved

Chris Lamb, A/Chief People Officer, 0438 663 997, 2 August 2022

MINISTER MITCHELL

See over for Minister's comments

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Consultation

School Performance: The schools included in the PRS pilot were endorsed by Deputy Secretaries School Performance, following consultation with relevant Executive Directors. The list of schools included in the pilot is at **TAB B**.

NSW Teachers Federation: Immediately prior to the commencement of the PRS pilot, consultation occurred with the Federation, including sharing the list of schools to be included. The Federation were supportive of the pilot.

Author	Leah Anderson, Director, Priority School Recruitment, 7814 1794
Consultation	N/A
Media release/ Communication Strategy	<input checked="" type="checkbox"/> Not required <input type="checkbox"/> Media Unit briefing attached <input type="checkbox"/> This briefing sent to Media Unit <input type="checkbox"/> Communication Strategy attached

TOP 20 SCHOOLS BY TOTAL VACANCIES

School	Perm vacancies as at 29 July	Entitlement	School	Permanent vacancies as at 25 May	Entitlement
Chester Hill High School	14	100.1	Dubbo College Delroy Campus (CC)	16	56.5
Oran Park High School	14	77.1	Chester Hill High School	14	100.1
Karabar High School	11	56.5	Finigan School Of Distance Ed	14	91.05
Brewarrina Central School (CC)	10	21.2	Riverbank Public School	11	100.72
Dubbo College Delroy Campus	9	82.2	Walgett Community College High (CC)	10	21.2
Bidwill Public School (CC)	8.6	77.68	Nth Beaches Sec College Cromer	9	67.4
Gunnedah High School (CC)	8	46.6	Epping Public School	8	46.42
Walgett Community College - High (CC)	8	76.8	Killara High School	8	108.2
Cambridge Park High School	7	18.39	Parkes High School	8	65.2
Holroyd High School	7	11.2	Wilcannia Central School (CC)	8	15.1
Monaro High School	7	68.6	Granville Sth Creative & PA High	7	58.5
Northern Beaches Secondary College Cromer Campus	7	22.24	Gunnedah High School (CC)	7	46.6
Parkes High School	7	55.8	Kotara High School	7	82.2
Wilcannia Central School (CC)	6.4	49.2	Monaro High School	7	49.2
Bullimbal School	6.2	67.4	Bidwill Public School (CC)	6	30.51
Queanbeyan Public School	6.2	65.2	Brewarrina Central School (CC)	6	18.39
Walgett Community College - Primary (CC)	6.2	102.1	Chatham High School	6	56.2
Cammeraygal High School	6	14.86	Cowra High School	6	49.8
Centre of Excellence in Agricultural Education	6	15.1	Dubbo College South Campus	6	62
Curran Public School (CC)	6	49.8	Gilgandra High School	6	30.4

***Denotes PRS school**

***CC = Connected Communities school**