

FILLING PERMANENT VACANCIES

From term 2, 2024 until the commencement of term 1, 2029

CLASSROOM TEACHER

YES

Last five vacancies
(executive and classroom teacher) were filled by Central Appointment

NO

STEP 1

Transfers and other appointments of permanent teachers, in priority order as follows, **based on approved to teach codes only**:

- Section 51A (non-compassionate) or Part 4A appointments required under the Teaching Service Act 1980
- Incentive transfer applicant
- Aboriginal or Torres Strait Islander employment applicant
- Approved Section 51A transfer (compassionate) applicant
- Teacher appointed permanently at the school under the 2023 Temporary Workforce Transition initiative (until day 1, term 1, 2027)
- Nominated transfer applicant
- Priority transfer of an Aboriginal or Torres Strait Islander teacher or teacher from a special education setting
- Service transfer applicant (including regression by service transfer or permanent part-time teachers seeking an increase to a permanent full-time position, and/or an increase to the FTE of their permanent part-time position where this can be operationally accommodated)
- A permanent teacher appointed to an equivalent Above Centrally Identified Position (ACIP) at the school
- Where they are not otherwise eligible for a service transfer, a permanent part-time teacher appointed to the school seeking an increase to a permanent full-time position, and/or an increase to the FTE of their permanent part-time position where this can be operationally accommodated

STEP 2

If no match in step 1, the following groups will then be considered, based on the teacher's approved to teach/willing to teach codes:

- Scholarship holders/sponsored teachers and Targeted Graduate teachers (via the Graduate Recruitment Program), prioritising high performing graduates (approved to teach codes only)
- The Approved to Teach (employment) List, with priority status for eligible temporary teachers in 4, 6 and 8 transfer point schools only

STEP 3

If no match in step 2, the principal can choose how to fill the position by one of the following processes:

- Open merit advertisement
- Closed merit advertisement
- Temporary teacher appointment to permanent status
- Accessing an eligibility list (top of the list or pool process) where the codes for the position are identical. If a pool process is selected, all candidates on the eligibility list (who remain eligible) will be invited to express interest in the position, and all expressing interest will then be subject to a local suitability interview
- Any other option from step 1 or step 2

EXECUTIVE

YES

Last five vacancies
(executive and classroom teacher) were filled by Central Appointment

NO

STEP 1

Transfers and other appointments of permanent teachers, in priority order as follows:

- Section 51A (non-compassionate) or Part 4A appointment required under the Teaching Service Act 1980
- Incentive transfer applicant
- Approved Section 51A transfer (compassionate) applicant
- Nominated transfer applicant
- Priority transfer of an Aboriginal or Torres Strait Islander executive teacher or executive teacher from a special education setting
- Service transfer applicant (including regression service transfer to a lower level executive and permanent part time executive teacher appointed to the school seeking an increase to a permanent full-time position, and/or an increase to the FTE of their permanent part-time position where this can be operationally accommodated)
- A permanent executive teacher appointed to an equivalent Above Centrally Identified Position (ACIP) at the school

STEP 2

If no match in step 1, the principal can choose how to fill the position by one of the following processes:

- Open advertisement
- Accessing an eligibility list (top of the list or pool process), where the codes for the position are identical. If a pool process is selected, all candidates on the eligibility list (who remain eligible) will be invited to express interest in the position, and all expressing interest will then be subject to a local suitability interview

PRINCIPAL

STEP 1

Transfers and other appointments of permanent teachers, in priority order as follows, **based on approved to teach codes only**:

- Section 51A (non-compassionate) or Part 4A appointment required under the Teaching Service Act 1980
- Incentive transfer applicant*
- Approved Section 51A transfer (compassionate) applicant
- Nominated transfer applicant
- Priority transfer of Aboriginal or Torres Strait Islander principal or a principal from a special education setting

STEP 2

If no match in step 1, the position will be filled by:

- Open advertisement

*Special provision for principals with an incentive transfer

Pending application and formal endorsement from their Director, Educational Leadership and approval from the relevant Executive Director, Public Schools, a principal who is eligible for an incentive transfer may be considered for a transfer either at their current principal classification or at a classification a maximum of one step up. Where there is more than one principal with an incentive transfer matching a vacancy, priority will be given to a principal already at the classification of the vacancy.

THIS DOCUMENT IS A SUMMARY AND THEREFORE MUST BE READ IN CONJUNCTION WITH THE STAFFING AGREEMENT 2024-2029

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