

EDUCATIONAL SERVICES DIVISION

Transition arrangements for the recruitment of Non-School Based Teaching Service Positions (SEO1/SEO2)

October 2017

The Educational Services Division Executive Group has agreed on a transitional arrangement for the recruitment of the Non-School Based Teaching Service (NSBTS) classifications of Senior Education Officer 1 and Senior Education Officer 2 (SEO1/SEO2), pending the outcome of the Educational Services review.

These interim arrangements apply only to the recruitment of SEO1/SEO2 positions. There are no changes to the recruitment provisions for the classifications of Principal Education Officer and Chief Education Officer.

Principles for the transitional arrangement

The following principles will be in effect during the transition period.

1. Recent school based experience definition

Recruitment of SEO1/SEO2 positions will include the additional statement shown in italics.

The requirement for recent school based experience for SEO1 and SEO2 positions will continue to apply for applicants who are not currently appointed to a temporary NSBTS position. The definition and rules can be found at: https://education.nsw.gov.au/human-resources/media/documents/recruitment/Recency-Rules-19October2015_hGjYniDPom.pdf

The requirement for recent school based experience for SEO1 and SEO2 positions will continue to apply for applicants who are currently appointed to a temporary SEO1/SEO2 position and were appointed to that position by either a process of nomination or through the payment of a higher duties allowance.

Applicants who are currently appointed to a temporary SEO1/SEO2 position and who were recruited through a merit selection process under the current definition and rules that were implemented from October 2013 will be eligible to apply for temporary NSBTS positions advertised from October 2017.

This eligibility will only apply on an interim basis until the recommendations from the Educational Services review have been received and considered.

2. Right of return

Permanent teachers who are currently in a school based position and who accept a temporary appointment SEO1/SEO2 under these transitional arrangements will retain the right of return to their substantive school based position for up to three years while in the NSBTS appointment.

Permanent teachers with an existing temporary appointment in a SEO1/SEO2 position who are successful in an application for another temporary appointment in a SEO1/SEO2 (or other NSBTS classification) will retain their right of return for a period of up to three years from the date they commenced in the first NSBTS position.

Prior to the end of the three year period, the teacher will be required to elect to:

- (a) retain their right of return and return to their substantive school based position at the end of the three year period; or
- (b) remain in the NSBTS position for the duration of that temporary appointment and relinquish their right of return to their substantive school based position.

Example

A teacher entered on duty into a three year temporary NSBTS position on 29 January 2016. At that time they retained their right of return to their substantive school based position for the period up to January 2019.

In January 2018 the teacher accepts another three year temporary appointment with a nominal end date of January 2021.

The teacher retains their right of return to their substantive school based position up to January 2019, not to January 2021.

In late 2018 the teacher will be required to elect whether they will take the action described in 2 (a) or (b) above.

3 Maximum continuous period in temporary NSBTS appointments (3 years cumulatively)

Existing NSBTS officers reappointed to at-level temporary appointments will be offered an additional temporary appointment of up to three years. The rules for maximum continuous period of time in temporary NSBTS appointments at-level (three years cumulatively) will not be applied to these officers in their new temporary appointments.

4. Merit Selection

In accordance with the Department's Staffing Procedures for Public Service and Non School Based Teaching Service Staff under section 6.4 *Principles of merit and standards of merit selection*, specifically 6.4.1 *Recruitment and staff selection processes for public service staff and NSBTS staff must meet the principles of merit, and the standards of merit selection as appropriate.*

For the purposes of the transition arrangements, merit selection recruitment processes include full merit selection through external advertisement including an Eligibility List, an Expression of Interest (EOI) via *SchoolBiz*, or a Government Sector EOI.