

AEU Comparison of Current Mobility Arrangements with AEU Policy and DET Proposed New Transfer Entitlement

Current Mobility Arrangements	AEU Mobility Claim	DET Proposed Transfer Entitlement	AEU Comment
Mobility applies to all teachers from 1 Jan 2012.	Mobility applies to all teachers from 1 Jan 2012.	Transfer entitlement applies to all teachers immediately with requirement to move from 1 Jan 2012.	DET proposal maintains current agreement that all teachers will be included by Jan 2012.
Principal determines maximum placement period, after consultation with teacher.	Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with system panel appeal process.	Every year professional discussion as part of Professional Pathways occurs with Principal about transfer.	DET proposal requires professional discussion about transfer annually as opposed to every 5 years.
Maximum classroom teacher first placement period of 5 years, with priority placement at end of 4 th year.	Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with priority placement at end of 5 th year if transfer is to occur.	Maximum Graduate Teacher first placement of 5 years, with transfer entitlement to be used in 4 th or 5 th year	The new Transfer Entitlement allows teachers to nominate schools/positions of their choice. If they do not get their nominated positions then they do not have to transfer until they reach their maximum placement period.
Maximum classroom teacher second placement period of 6 years, with priority placement in second last and final year of placement.	Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with	Maximum classroom teacher subsequent placement period of 10 years, with transfer entitlement to be used at any time in their fifth	Increases the placement period by 4 years and gives teachers the right to transfer to only positions they nominate up until they reach

	priority placement at end of 5 th year if transfer is to occur.	to tenth year of placement.	the 10 year maximum placement period.
Maximum classroom teacher third and all subsequent placement periods of 8 years, with priority placement from the 6 th year.	Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with priority placement at end of 5 th year if transfer is to occur.	Maximum classroom teacher subsequent placement period of 10 years, with transfer entitlement to be used at any time in their fifth to tenth year of placement.	Increases the placement period by 2 years and gives teachers the right to transfer to only positions they nominate up until they reach the 10 year maximum placement period.
Maximum SLC/SLB/SLA placement period of 7/8 years in a school (with priority placement in 5 th or subsequent years) and 5 years in the office (with priority placement in 3 rd or subsequent year)	Every 5 years specific professional discussion occurs as part of Professional Pathways /Principal Appraisal with Principal/Schools Director about transfer, with priority placement at end of 5 th year if transfer is to occur.	Maximum SLC/SLB/SLA placement period of 10 years, with transfer entitlement to be used at any time in their fifth to tenth year of placement.	Increases the placement period by 2/3 years and gives teachers the right to transfer to only positions they nominate up until they reach the 10 year maximum placement period.
Maximum placement period for all classifications may be extended by 12 months in special circumstances.	Special circumstances considered as part of appeal process.	Maximum placement period for all classifications may be extended by 2 years in special circumstances.	Increases “special circumstance” extension by a further 12 months.
Special conditions apply for Jervis Bay positions.	Special circumstances considered as part of appeal process.	Maximum placement period for all classifications may be extended by 24 months in special circumstances.	Increases “special circumstance” extension by a further 12 months. There is no intent to disadvantage teachers placed in Jervis Bay.
Internal SLA/B/C promotion	Not included in claim	Internal SLA/B/C promotion	Increases internal promotion

appointed for minimum of 3 years, with possible extension up to 8 years.		appointed for minimum of 3 years, with possible extension up to 10 years.	appointment by a further possible extension of 2 years.
Workforce Management determine whether to vary placement requirements if in any one year staff turnover is expected to exceed 15% FTE due to mobility and/or 25% FTE total.	Workforce Management works with Principal to decide whether to vary placement requirements if over any two years staff turnover, including contract teachers, is expected to be less than 10% per year or greater than 25%.	Workforce Management works with Principal to decide whether to vary placement requirements if over any two years staff turnover, including contract teachers, is expected to be less than 10% per year or greater than 25%.	As per AEU claim
No incentives to promote mobility	<p>Incentives are:</p> <ul style="list-style-type: none"> • range of educational and/or relevant professional experience (both internal and external to school) are essential criteria for promotional positions; • extra PD and \$500 learning allowance on transfer. 	<p>Incentives are:</p> <ul style="list-style-type: none"> • successful experience in a range of settings is valued; • access to PD to assist in transition to new setting 	DET proposal does not make “range of experience “ an essential criteria, nor does it provide a \$500 PD allowance.