

**Updated Comparison of Current Mobility Arrangements with AEU Policy and DET Proposed New Transfer Entitlement**  
 (changes to previous version are in **bold text**)

Current Mobility Arrangements	AEU Mobility Claim	DET Proposed Transfer Entitlement	Comment
<p><b>Mobility applies to all teachers now, but for those teachers/school leaders that were not subject to mobility as of 1 January 2007 they will be subject to mobility from a minimum of 5 years (i.e. 1 Jan 2012) and a maximum of 8 years (i.e. 1 Jan 2015)</b></p>	<p><b>New Professional Mobility arrangement applies to all teachers from date of new Agreement.</b></p>	<p><b>Transfer entitlement applies to all teachers from the date of new Agreement. However those teachers/school leaders who were not subject to mobility as of 1 January 2007 will not be required to move until the end of 2012 and may request a further placement extension of up to 3 years.</b></p>	<p><b>DET proposal maintains current agreement that flexibility will be applied in the application of the new transfer entitlement to those teachers/school leaders that were not subject to mobility as of 1 January 2007.</b></p>
<p>Principal determines maximum placement period, after consultation with teacher.</p>	<p>Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with system panel appeal process.</p>	<p>Every year professional discussion as part of Professional Pathways occurs with Principal about transfer.</p>	<p>DET proposal requires professional discussion about transfer annually as opposed to every 5 years.</p>
<p>Maximum classroom teacher first placement period of 5 years, with priority placement at end of 4<sup>th</sup> year.</p>	<p>Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with priority placement at end of 5<sup>th</sup> year if transfer is to occur.</p>	<p>Maximum Graduate Teacher first placement of 5 years, with transfer entitlement to be used in 4<sup>th</sup> or 5<sup>th</sup> year</p>	<p>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.</p>
<p>Maximum classroom teacher second placement period of 6</p>	<p>Every 5 years specific professional discussion as part</p>	<p>Maximum classroom teacher subsequent placement period</p>	<p>Increases the placement period by 4 years and gives teachers</p>

years, with priority placement in second last and final year of placement.	of Professional Pathways occurs with Principal about transfer, with priority placement at end of 5 <sup>th</sup> year if transfer is to occur.	of 10 years, with transfer entitlement to be used at any time in their fifth to tenth year of placement.	the right to transfer to only positions they nominate up until they reach the 10 year maximum placement period.
Maximum classroom teacher third and all subsequent placement periods of 8 years, with priority placement from the 6 <sup>th</sup> year.	Every 5 years specific professional discussion as part of Professional Pathways occurs with Principal about transfer, with priority placement at end of 5 <sup>th</sup> 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 <sup>th</sup> or subsequent years) and 5 years in the office (with priority placement in 3 <sup>rd</sup> 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 <sup>th</sup> 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.
<b>Special conditions apply for Jervis Bay positions.</b>	<b>No need to maintain special conditions for Jervis Bay under the new model but special circumstances considered as part of appeal process.</b>	<b>Current special conditions for Jervis Bay continue to apply.</b>	<b>Current conditions continue to apply.</b>
<b>Classroom teachers in Special Education and Student Support positions</b>	<b>No need to maintain special conditions for Special Education/Student Support</b>	<b>Classroom teachers in Special Education and Student Support positions</b>	<b>Adapts current conditions for Classroom teachers in Special Education and</b>

may request priority placement status in their third or subsequent year.	teachers under the new model but special circumstances considered as part of appeal process.	may access their transfer entitlement from their third or subsequent year.	Student Support positions to new Transfer Entitlement model.
Classroom teacher positions at Birrigai and Instrumental Music Program are advertised as limited time positions of one, two or three years, with a maximum total placement period of 5 years. This period may be extended by a further one year.	No need to maintain special conditions for Special Education/Student Support teachers under the new model but special circumstances considered as part of appeal process.	Classroom teacher positions at Birrigai are advertised as limited time positions of one, two or three years, with a maximum total placement period of 6 years. In addition: <ul style="list-style-type: none"> <li>➤ This placement period may be extended by a further 2 years, and</li> <li>➤ classroom teachers may access their transfer entitlement in the final year of their appointment or in their 5<sup>th</sup> year of placement.</li> </ul>	Increases maximum placement period at Birrigai and Instrumental Music Program by one year to a total of 6 years, increases possible extension by one year to a total of 2 years and ensures access to transfer entitlement.
Current mobility provisions apply to LOTE teachers	LOTE teachers included in proposed new mobility model.	LOTE teachers included in new Transfer Entitlement arrangement and the AEU and DET will monitor the effect of the new arrangement on LOTE Programs with a view to addressing issues as they arise.	Includes ability for AEU and DET to monitor the effect of the new arrangement on LOTE Programs with a view to addressing issues as they arise.
Internal SLA/B/C promotion appointed for minimum of 3 years, with possible extension	Not included in claim	Internal SLA/B/C promotion appointed for minimum of 3 years, with possible extension	Increases internal promotion appointment by a further possible extension of 2 years.

up to 8 years.		up to 10 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"> <li>• range of educational and/or relevant professional experience (both internal and external to school) are essential criteria for promotional positions;</li> <li>• extra PD and \$500 learning allowance on transfer.</li> </ul>	<p>Incentives are:</p> <ul style="list-style-type: none"> <li>• successful experience in a range of settings is valued;</li> <li>• access to PD to assist in transition to new setting</li> </ul>	DET proposal does not make “range of experience “ an essential criteria, nor does it provide a \$500 PD allowance.