

File Ref: 2009/00403

Ms Penny Gilmour

Dear Ms Gilmour

I refer to the negotiations that are currently taking place between the Department and the AEU for a new teaching staff enterprise agreement (new agreement). To assist in resolving outstanding issues in the new agreement, I am able to advise you that the following arrangements are in place or will be put in place.

I am able to confirm that:

- The teacher recruitment process allows applicants who are rated meritorious or higher, are recommended by Principals or identified by the Department and for whom there are suitable nominally vacant positions available, to be offered permanency with the normal 12 month probationary period.
- The Department's teacher recruitment procedures provide for the continuous recruitment of permanent applicants throughout the year.

I will arrange for the:

- Department to implement an effective method for making provisional offers to targeted graduates in their final year of study.
- Qualifications Committee to consider the issue of graduates with a three-year degree and two-year Bachelor of Education or equivalent starting at the second increment level of the 4 year trained salary scale.
- Teacher recruitment process to be amended to allow an offer of permanency to be made to all full-time and part-time teachers who have been on contract for at least 3 terms over a 12 month period, have been assessed as performing satisfactorily and are able to be placed in a suitable nominally vacant position.
- Consideration of methods for streamlining selection processes for promotional positions within six months of this Agreement coming into operation.

I acknowledge that the planning and implementation of the preschool program requires the direct involvement of both the teacher and preschool assistant and agree that their first priority should always be with the preschool program. I understand that Kathy Melsom, the Director responsible for Early Years Learning, has already emphasised this to primary school principals. I undertake to re-emphasise to principals the vital role trained and experienced preschool assistants play in delivering high quality preschool education.

I trust that these arrangements will assist you in reaching the 'in principle' agreement necessary for our teachers to receive their first pay increase from 1 July 2009.

Yours sincerely

Janet Davy
A/g Chief Executive
June 2009