



Australian Government



Career Change Program - conditions of employment

Information Sheet 11 August 2011

Conditions

If you are appointed as a trainee, under the Career Change Program, you will work at your appointing school and undertake a training period (normally two years) of combined teacher education study and classroom experience. You will undertake classroom duties under the general supervision of an experienced teacher mentor. If practicable, you will commence the training period in your school on mid November.

On successful completion of the training period, you will be offered ongoing employment in the teaching service, subject to the normal probationary period.

Salary

As a trainee you are paid a commencing salary equivalent to subdivision 3 of the Paraprofessional Class salary range from the commencement of the training period. You will also be eligible to participate in the performance and development arrangements available to paraprofessionals, including access to salary progression during the training period.

There may be some part-time vacancies offered under the program, with a minimum time-fraction of 0.6. In this case commencing salary will be the pro rata equivalent of the full-time salary.

Following the successful completion of your teacher education course, you are paid at the minimum salary rate of the Graduate Teacher range. For information on salary rates for paraprofessional class and teachers see: [Salary Rates](#).

Where payment above this rate would be determined in accordance with normal Departmental procedures, see [Remuneration - Teaching Service](#).

Study allowance

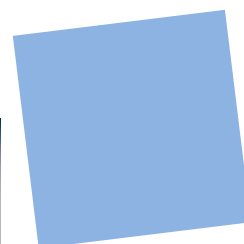
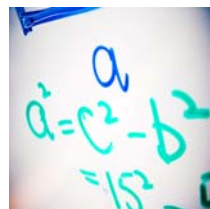
As a trainee you are responsible for the payment of course fees, to off-set this you will receive a taxable lump sum allowance to assist with the costs of study, relocation, travel and accommodation in relation to course requirements.

The allowances are paid while study is being undertaken and are paid in six-monthly instalments (in January and July).

Study support allowances for the trainee intake vary according to the type of school to which you are appointed. These are detailed as follows:

Category	Appointing School descriptor	Allowance
1	Priority school	\$14,000 plus \$4,000 retention incentive
2	Rural school	\$12,000 plus \$4,000 retention incentive
3	School in a Provincial centre or Outer metropolitan growth area	\$10,000
4	Any other metropolitan or outer metropolitan school	\$8,000

These benefits are additional to the Commonwealth government HECS-HELP benefit offered to eligible graduates to reduce Higher Education Loan Program (HELP) repayments or debt. See the FAQs sheet for more information.



Study leave

You are granted paid study leave as follows:

- One day study leave per week available from the beginning of the school year until the completion of teacher education course requirements. As far as possible, the leave should be scheduled in accordance with the requirements of the teacher education course.
- Paid study leave to attend all compulsory on-campus teacher education workshops held during term time.

Performance assessment and teacher registration process

New teacher graduates are normally given provisional teacher registration status in their first 12 months of teaching, and progress to full registration only after providing evidence of meeting the Victorian Institute of Teaching's professional standards. A portfolio of evidence is usually collected progressively during the initial 12 months of employment and presented to a school-based panel for final assessment in Term 4. The principal's recommendation then accompanies an application for full registration to the Victorian Institute of Teaching.

Because a large component of training under the Career Change Program is school-based, trainees are eligible to collect this evidence of professional practice during their training period. This will enable you to satisfy the requirements of full teacher registration at the successful completion of your teacher education studies, i.e. at that time you will automatically be granted full registration status and will not have to serve a further 12 months as a provisionally registered teacher.

The same process will serve as the basis of your performance and development assessment for the purposes of salary progression in your first year of training.

Retention incentive

As a Career Change trainee you are expected to remain at your appointing school during the training period.

If you are appointed to a priority or other rural school you are eligible for a \$4,000 retention incentive, payable if you are still based at the appointing school two years after the successful completion of your teacher training (excluding periods of unpaid leave).