

Education Officer Special Duties (EOSD) and Teachers Seconded for Special Duties

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Education Officer Special Duties

A teacher who has contemporary knowledge and expertise in areas of curriculum, teaching and learning, or in other areas of strategic importance to the Department may be seconded as an Education Officer (Special Duties) or EOSD to undertake research work or project tasks in a Central, Regional or District office location for a specific period of time.

EOSD Pay and Conditions

EOSD's work public service hours and accrue four weeks recreation leave per year. They are paid additional salary in addition to their substantive rate of pay in accordance with the provisions of the Teachers' Award - State (see Salaries Schedule for EOSD's for current pay rates).

Classified Officers seconded as EOSD's (other than Principals) are paid at the same salary step of the next salary band above that of their substantive position (see Salaries Schedule for EOSD's for current pay rates).

Incremental arrangements apply for all teachers (unless already at the top of the salary scale) and for classified officers to step 3 of the Band in which they are seconded.

In order to qualify for payment as an EOSD teachers need a letter of appointment which indicates that they have been seconded to this position.

Pay and Conditions for Teachers Seconded for Special Duties

Teachers Seconded for Special Duties are those teachers seconded to an advisory or support role in programs that are linked to schools. Some of

these roles are itinerant such as the Advisory Visiting Teacher position, established to support classroom teachers in the various disability areas.

Teachers Seconded for Special Duties are paid a secondment allowance in addition to their substantive salaries as per the relevant provisions of the Teachers Award - State (see Teachers Salaries Schedule for the current allowance).

Incremental arrangements will apply for all Teachers Seconded for Special Duties (unless already at the top of the salary scale).

Teachers Seconded for Special Duties have the same entitlements as classroom teachers including paid leave for all school vacation periods.

In order to qualify for payment of the allowance teachers need a letter of appointment which indicates that they have been seconded to this position.

Leave Arrangements for EOSD's (Secondments of Less Than 12 Months)

A teacher who is temporarily engaged in a public service position or as an EOSD for a period of less than 12 months, and who returns to teaching duties prior to or by the end of the school year will not in normal circumstances be granted recreation leave during the temporary secondment period. The rationale for the "no leave" rule is to ensure that the Department gains maximum benefit from the secondment. Therefore leave cannot be taken during any school vacations that occur whilst employed in a public service or EOSD position.

Upon return to teaching duties after less than 12 months of secondment, the teacher is entitled to full payment for the summer vacation.

Leave Arrangements for EOSD's (Secondments of More Than 12 Months)

A teacher who is temporarily employed in a public service position or as an EOSD for a period in excess of 12 months accrues recreation leave effective from the first day of the school year in which appointed to that position.

The recreation leave accumulates at the rates applicable to officers employed under the Public Service Award.

No waiting period applies to the taking of leave and, subject to Departmental convenience, leave may be granted in broken periods of not less than one whole working day.

In normal circumstances the Department requires teachers to exhaust all recreation leave accrued up to the date of ceasing duty in the public service or EOSD position prior to the teacher returning to teaching duties. The reason for this requirement relates to the difficulty that schools experience if teachers have to be released to take leave during term time. However, if special circumstances exist that prevent the taking of all accrued recreation leave prior to the return to teaching duties, the teacher may apply to take the leave at a time mutually convenient to him/her and the Department.

Please note recreation leave is an entitlement which teachers have a legal right to access. While some negotiation may be required to determine an appropriate time for the teacher to take the leave, it cannot be denied on the grounds that the granting of such leave will cause inconvenience to the employer.

With respect to the **summer vacation period** teachers should note that where a secondment ends prior to the commencement of the new school year a teacher will not be paid for the Christmas vacation period unless they have public service leave accrued from their secondment period and can negotiate to utilise this leave to bridge the gap between leaving their public service position and recommencing as a teacher.

Please note that public service leave taken after the conclusion of the secondment is converted to teacher hours and paid at the teacher's substantive rate of pay.

The reason for this arrangement is that the Department is reluctant to extend secondments to include recreation leave periods at the end of the secondment period because, if the contract is extended, then the recreation leave is paid at the higher secondment rate and has an impact on the budget for the project that the teacher has been working on.

Teachers who have used up all of their leave accrued under public service conditions prior to returning to their teaching positions will not be paid for the summer vacation period.

What Can You Do?

Teachers considering secondment for periods of longer than 12 months would be well advised to clarify before accepting the secondment what the end date of the secondment will be. If the end date falls prior to the commencement of the new school year the teacher should negotiate ahead of time what the arrangements will be for him/her to access paid leave during the period between the end of the contract and his/her return to teaching duties.

Teachers experiencing difficulty in negotiating to take their accrued public service leave to provide for paid leave for the period between the end of their secondment and their return to teaching duties should write to the Executive Director, HR Strategy, Department of Education and Training, Education House, PO Box 15033, City East, 4002 to request approval to take their leave as per the above.

A copy of this correspondence should be forwarded to the QTU for follow up action with the Department should this be necessary.

For more information regarding secondments teachers should refer to the Department's intra and inter net sites.