

SUPPORT PACKAGE OPTIONS FOR SCHOOLS WITH A SURPLUS STAFFING SITUATION FOR 2012 - FOR TEACHERS

ACTION	WHO APPLIES	AVAILABILITY	APPLY TO	HOW	SPECIAL CRITERIA
Extend the individual counselling service available through EAP.	All staff and board, principals	Any time until September 2012	Directly to provider freephone0800 327 669	Phone provider	
Extend existing replacement teacher support to cover staff taking leave for treatment and recovery.	Principal gets board approval then applies to Ministry	Case by case any time to September 2012.	Regional Manager, Christchurch	Telephone 03 378 7630	
Mentors for teachers who request and/or who are identified to benefit from senior support.	Principal gets board sign off in writing then applies to Ministry	At any time until 30 September 2012	Ministry, for cover	Phone Regional Manager 03 378 7630	Not designed for full-time mentoring. More likely to be ongoing, part time mentoring.
Relief Teaching Pool	Teacher	End of 2011 school year	Ministry's agent – TBC. In the meantime, to TeachNZ di.davies@minedu.govt.nz	Apply to board – board notifies Ministry agent. – TBC In the meantime contact TeachNZ di.davies@minedu.govt.nz Details on the Ministry website .	Only for teachers who volunteer in schools with surplus staffing ; or whose position has been identified as surplus (and where the board agrees). Normal supernumerary rights apply. Additional to existing surplus staffing provisions.

Voluntary severance for secondary teachers	Teacher	Before, or after Curriculum and Pastoral Needs Analysis (CAPNA) if identified.	School board	Inform board in writing	Final decision lies with board. Additional to existing surplus staffing provisions.
Voluntary options, including severance for primary teachers	Teacher	Before or after needs analysis if identified.	Board	Inform board in writing	Final decision lies with BOT. Additional to existing surplus staffing provisions. After needs analysis, board must show other options have been canvassed before severance.
Secondment to other education-focussed organisations.	Teacher	At any time	Ministry Regional Manager Telephone 03 378 7630	Find own secondment, but Ministry will approach organisations if required.	Board agreement needed. Normal rights as supernumerary continue to apply at school. Final decision lies with board. Additional to existing surplus staffing provisions. Home board is still the employer. Can go to any organisation that has a connection to education or runs an education-focussed programme. Eg Fire Service, Government Ministries, museums etc. Need not be in Christchurch area, but no relocation allowance. Can be another school, but no employment rights in that school.

Funding tertiary study costs for teacher retraining	Teacher/board		Board advises Ministry through staffing report Form. Teacher applies for funding.	Board to authorise retraining using 'Surplus Staffing Report form'. Teacher applies for retraining funding using 'Surplus Staffing Teacher Retraining Funding Application form'	Courses leading to qualification in a list of higher vacancy subjects or specialty areas. Additional to existing surplus staffing provisions.
Tailored Work and Income assistance. Help finding another job.	All staff	At any time	Work and Income Redundancy Support 0800 778 008	Work and Income 0800 778 008	Offers CV writing, career planning, job interview skills, business start-up, financial assistance etc.