

GREATER CHRISTCHURCH TEACHER RELIEF POOL

An initiative designed to support the continuity of teaching programmes and employment during a period of significant change in the greater Christchurch area (schools in the Christchurch, Selwyn and Waimakiriri territorial local authorities).

1 Purpose of the relief pool

For Schools	For Teachers
<ul style="list-style-type: none"> • Ready access to teachers who can fill supply needs*, at no cost to the school 	<ul style="list-style-type: none"> • Extends continuity and security of employment* over a fixed period, in an uncertain employment environment
<ul style="list-style-type: none"> • Ready access to experienced local teachers who know the community and possibly also know the students 	<ul style="list-style-type: none"> • Additional option within the 'surplus staffing' arrangements available that might better meet the needs of some teachers
<ul style="list-style-type: none"> • A tool to manage peaks and troughs in teacher supply in a dynamic environment 	<ul style="list-style-type: none"> • The opportunity to work with schools, colleagues and communities they are familiar with
<ul style="list-style-type: none"> • Back-fill capacity that allows the release of targeted specialist support where needed 	

* Relief teachers will cover employment positions only

* Relief teachers will continue to be employed by their current (base) school.

2 Definition of relievers in this pool

A teacher who has volunteered to take up this option, **and**

- Whose employer has agreed to accept the request, **and**
 - Is identified and listed on the MOE resourcing division data base as surplus by or on 27 November 2011,
- OR

A teacher whose position has been identified as surplus through a Needs Analysis or CAPNA process, **and**

- Has opted to access the relief pool option, **and**
- Whose employer has agreed to accept the request, **and**
- Is identified and listed on the MOE Resourcing Division data base by or on 27 November 2011.

Teachers wishing to be considered for the Relief Pool option must also be:

- A registered teacher currently employed in a permanent position in a state or state integrated school
- Employed in a school that has received a provisional staffing notice that identifies the school to be in a surplus staffing situation for 2012 that cannot be resolved by attrition
- Able to travel and work as directed in schools within a 20 km radius of their current employing school
- Available to work for the full school year for 2012 (unless accepting a permanent position or resigning from teaching).

Teachers in the Relief Pool will be employed to relieve in teaching positions/roles covered by a Collective Agreement.

3 Centralised process

The Ministry will meet the costs associated with operating this relief pool. There will be no cost to existing employing schools or to schools that access teacher relief through this pool. The processes and information involved in operating the pool, eg managing requests for relief teachers, placing teachers within the pool, will be agreed with the agency contracted to administer the pool.

4 Entitlements and obligations of relievers in this pool

Entitlements	Obligations
<ul style="list-style-type: none"> • Existing remuneration 	<ul style="list-style-type: none"> • Available to teach 40 weeks of the school year
<ul style="list-style-type: none"> • Travel expenses as per the relevant Collective Agreement 	<ul style="list-style-type: none"> • Able to travel 20km daily
<ul style="list-style-type: none"> • Standard entitlements of the relevant Collective Agreement 	<ul style="list-style-type: none"> • Provides information required by the agency to match to positions
<ul style="list-style-type: none"> • Service accrues as usual including increments and superannuation 	<ul style="list-style-type: none"> • Must attend their employing school if/when no placement is available ie present in a school each school day unless on leave
	<ul style="list-style-type: none"> • Informs employing school and TeachNZ (or agent) of any leave taken
	<ul style="list-style-type: none"> • Contacts TeachNZ (or agent) to update information on the database

	<ul style="list-style-type: none"> • Is contactable and available, as expected of a relieving teacher
	<ul style="list-style-type: none"> • Provides usual notification to both employing and relieving school, TeachNZ (or agent) if opting out of the pool because the teacher has a new permanent position or has resigned

- The relief pool option is a form of supernumerary status, therefore during the supernumerary period:
 - The employer will encourage the teacher to find a suitable alternative permanent position
 - The employer will meet the actual and reasonable expenses of attending interviews, where prior approval is given
 - If the teacher applies for a permanent position (of equal or lower status) in the employing school for which s/he is suitable s/he shall be appointed.
 - Supernumerary employment in the relief pool ends upon the teacher being appointed to a new teaching position or upon the teacher choosing to resign.
 - The teacher may be entitled to removal expenses (as per entitlements in the relevant Collective Agreement) if a transfer of location is involved in the appointment to a new permanent teaching position.