

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Ms Purick to the Minister for Education:

“Special Measures” Program

In the rural schools being Bees Creek, Humpty Doo, Berry Springs, Howard Springs, Girraween, Taminmin College and Middle Point could the following information be provided:

1. How many special measures appointments in each school have been made since the introduction of the program 12 months ago?
 2. How many special measures appointments have been in teaching staff and how many in administrative staff positions?
 3. What is the percentage of teaching staff appointed through special measures for each rural school?
 4. What is the percentage of administrative staff appointed through special measures for each rural school?
 5. Is there a set timeframe for the special measures appointment program and if so, what is it?
 6. What are the set levels of success for the programs in the rural schools?
 7. Who does the special measures appointment program cover that is, what ethnic groups?
 8. What is the definition of special measures?
 9. What policy of government is related to the special measures appointment program and can a copy be provided?
 10. What happens to an incumbent who has to re-apply for their job and doesn't get it due to the special measures appointment?
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ANSWER:

1. How many special measures appointments in each school have been made since the introduction of the program 12 months ago?

School	Number of appointments under Special Measures (1 Jun 16 – 21 Sep 17)
Bees Creek	1
Berry Springs	0
Girraween	0
Howard Springs	0
Humpty Doo	2
Middle Point	0
Taminmin	0
Total	3

2. How many special measures appointments have been in teaching staff and how many in administrative staff positions?

School	Teaching	Administrative (1 Jun 16 – 21 Sep 17)
Bees Creek	0	1
Berry Springs	0	0
Girraween	0	0
Howard Springs	0	0
Humpty Doo	1	1
Middle Point	0	0
Taminmin	0	0
Total	1	2

3. What is the percentage of teaching staff appointed through special measures for each rural school?

Schools	Teaching staff appointed through special measures	Total teaching staff (headcount)	Percentage of teaching staff appointed through special measures
Bees Creek	0	24	0%
Berry Springs	0	18	0%
Girraween	0	33	0%
Howard Springs	0	18	0%
Humpty Doo	1	31	3.2%
Middle Point	0	2	0%
Taminmin	0	86	0%

4. What is the percentage of administrative staff appointed through special measures for each rural school?

Schools	Administrative staff appointed through special measures	Total administrative staff (headcount)	Percentage of administrative staff appointed through special measures
Bees Creek	1	8	12.5%
Berry Springs	0	7	0%
Girraween	0	12	0%
Howard Springs	0	9	0%
Humpty Doo	1	15	6.6%
Middle Point	0	2	0%
Taminmin	0	23	0%

5. Is there a set timeframe for the special measures appointment program and if so, what is it?

The Department of Education special measures program came into effect on 1 June 2016 and applies to all advertised vacancies. The Department of Education Special Measures Recruitment Plan states that the plan is intended to be ongoing but is subject to review and re-application after two years of operation.

6. What are the set levels of success for the programs in the rural schools?

There are no separate targets for special measures programs in rural schools. To measure levels of success overall, the department has Aboriginal employment targets which take into account all schools and corporate positions.

7. What does the special measures appointment program cover that is, what ethnic groups?

The department's special measures recruitment program applies to Aboriginal persons only.

8. What is the definition of special measures?

Special measures is a program, plan or arrangement designed to promote equality of opportunity. Special measures are positive actions in favour of persons from Equal Employment Opportunity (EEO) groups who have not yet achieved equality in employment. For example, Aboriginal persons or persons with a disability. The program aims to broaden the diversity of our

employees, assists in meeting our Aboriginal employment targets, and helps address Aboriginal people's inequality in employment.

The department's special measures program includes two types of special measures recruitment plans: Designated Positions and Priority Consideration. Both recruitment plans are a merit based selection process so Aboriginal applicants must meet all the essential criteria of the vacancy.

9. What policy of government is related to the special measures appointment program and can a copy be provided?

[Employment Instruction Number 15](#) sets out the requirements for OCPE Commissioner's approval of all special measures programs, plans and arrangements and specific conditions for Special Measures Recruitment and Selection Plan.

10. What happens to an incumbent who has to re-apply for their job and doesn't get it due to the special measures appointment?

The incumbent acting in the role could either be an employee on a fixed term contract or an ongoing employee of the department. When a position is advertised either as fixed period (temporary) or on an ongoing (permanent) basis, the incumbent in the role has the opportunity to apply for the job.

If the incumbent is not the successful candidate, then the following outcomes will occur:

- a. If the incumbent is a permanent employee of the department, generally they will revert back to their nominal position.
- b. If the person is on a fixed period contract, which ends when the position is filled, generally their employment with the department ceases.