



# Advanced Graduate Program

## Frequently asked questions

### About the Advanced Graduate Program

#### **What are the benefits of the Advanced Graduate Program (AGP) program?**

Graduates with AGP status who take up a contract outside of the metropolitan area for 2 or more terms are able to access a range of benefits. Over a 24-month period, you can access:

- a higher starting salary. Four-year trained graduates (Bachelors degree) will start on level 2.2 and Masters graduates will start on level 2.3 of our teacher salaries.
- one extra funded return trip to Perth, or another location in WA, per year (on top of the two that most regional staff receive)
- heavily subsidised rent for your Government Regional Officer's Housing accommodation where applicable. This will be available for the second year of your appointment.
- After 24 months, you become a permanent staff member of the Department of Education and receive a guaranteed transfer to a job in a metropolitan or country region of your choice.

#### **Does this lock me in to only working in a regional school?**

No. But you will need to work in a regional school or schools to access the additional benefits and incentives the program has to offer.

### Advanced Graduate Status and employment

#### **How will employers know I have Advanced Graduate Program status?**

- If you are in the graduate teacher pool, and have graduated/completed your course, employers will be able to view your status.
- You can provide an employer/principal with the evidence that is forwarded to you after you are accepted into the program.

You must then register with the TRBWA and take up a position for a period of 6 months at a minimum of 0.8FTE (four days per week) in a regional school.

Refer to the **When can I Apply** question for additional information.

#### **How do I access the benefits?**

You will not receive any of the benefits associated with the program until you have completed your course.

#### Higher starting salary

- Contact [TeachinWA@education.wa.edu.au](mailto:TeachinWA@education.wa.edu.au) or call us on (08) 9264 4412 (option 2) to request your accelerated salary increment. We will ensure payroll services make the necessary amendments to your employment record. The school you are working at will not be able to do this for you.
- Please note, you must be contracted to a 0.8 to fulltime teaching position in a public school for a period of 6 months before you can access the benefits.
- You are encouraged to take on shorter contracts if one is offered to you, noting that you will receive 'back pay' and other benefits if the contract is extended to 6 months. You can also meet the 6 month criteria across multiple contracts.

Subsidised accommodation – Contact [housing.transport@education.wa.edu.au](mailto:housing.transport@education.wa.edu.au) when you commence your second year in a regional public school.

Additional return trip – Please contact [housing.transport@education.wa.edu.au](mailto:housing.transport@education.wa.edu.au) if you require and are eligible for the additional funded travel, and after you have accessed the trips you are entitled to in a given year.

Permanency – Please contact your region's school staffing consultant to access a 'case manager' who will assist you to find a job in your region of choice. You will need to contact your staffing consultant approximately 3 months before the end of your 24<sup>th</sup> continuous month in a regional location. The consultant will support you to be deployed into an appropriate position. You can also request a placement at the school to which you are already contracted and are strongly encouraged to apply for new positions through other means as they come up, as the consultant can only assist in placing you at the end of your 24 months of service.

#### **Can I access my additional funded trip if I am on a 6 month contract?**

Teachers can only access the additional funded trip if appointed to a contract of at least 12 months. They can also access it if a shorter initial contract is extended to an overall period of at least 12 months.

#### **Do I need to work full time?**

You must have held a contract of at least 0.8 FTE (4 days per week) for the duration of your appointment to access the benefits associated with the program.

#### **Do I need to stay at the same school to access the benefits?**

No. You can accrue the continuous service requirements across a range of public schools outside of the metropolitan area.

#### **Can I access my additional funded trip if I am on a 6 months contract?**

Teachers can only access their additional funded trip on commencement if you are appointed on a minimum 12 month contract. Teachers appointed on a 6 month contract and then extended for another 6 months, can access their additional funded trip after this time.

#### **What happens if my short contract (e.g. 1 term) is extended to 6 months or longer?**

Contact [TeachinWA@education.wa.edu.au](mailto:TeachinWA@education.wa.edu.au) to advise us about the contract extension. If eligible, you will receive an in lieu payment that covers the amount you could have earned if you had initially entered into a 6 month contract. As an example, you will be back paid the difference between a level 2.1 and level 2.2 pro-rata salary for 3 months already served.

#### **How long does AGP status last?**

Applicants who are deemed suitable after their written application and interview are assessed, and after they provide evidence of course completion or graduation, will be granted AGP status for a period of 12 months.

You will retain your higher salary if you return to a metropolitan public school after working for 6 or more continuous months in regional public schools. However, you will not be able to access the other benefits associated with the AGP again if you are not working in a regional public school after the initial 12 month period concludes.

**What happens if I terminate my contract and don't serve 6 months?**

You must contact the Teach in WA team at [TeachinWA@education.wa.edu.au](mailto:TeachinWA@education.wa.edu.au) if you do not complete at least 6 months of continuous service. They will review your individual circumstances. You will most likely retain your AGP status, based on your individual circumstance.

**Will I retain my higher salary if I only serve 6 months in a regional school and move to a metropolitan public school?**

Yes, but you will not receive any of the other benefits.

**What does 24 months service mean? Can I have a term off etc?**

One of the program's key aims is to attract and retain high performing quality teachers to regional schools for 2 or more years. For this reason, some benefits can only be accessed after 2 years of service.

However, if an unanticipated event (e.g. illness, your contract is not renewed due to staffing changes at your school etc) inhibits your ability to complete 2 years of continuous service, you are encouraged to contact our Teach in WA team at [TeachinWA@education.wa.edu.au](mailto:TeachinWA@education.wa.edu.au) to discuss your individual circumstances. A process will then ensue, and we will advise in writing as to whether you can have an 'approved break' from this requirement, noting that you will still be required to complete a total of 24 months service before becoming eligible for permanency to the system.

**What does permanency mean - am I guaranteed of a job in Perth or another region after 2 years?**

Yes, the Department of Education's obligation via this program is to find a suitable position for any Employee Requiring Placement based on skill set and locality preferences (subject to availability). Visit <https://ikon.education.wa.edu.au/-/understand-redeployment> for more details.

**Will I retain permanency to the system if I elect to continue at the school where I am currently employed?**

You can opt to continue on at the same school in a fixed-term contract if that option is available to you, meaning you will still retain your permanency to the system. You will rescind permanency to the system if you opt to be permanently appointed to the school in which you are employed. Please contact [TeachinWA@education.wa.edu.au](mailto:TeachinWA@education.wa.edu.au) if you have completed at least 2 years in the remote teaching service to discuss your options.

**What GROH subsidies/benefits will I receive in year 1 vs year 2 of the AGP?**

During your first year, you will receive the same subsidies and benefits as other employees in that town. In your second year, assuming you are in a location where GROH is available, you will receive a 50% reduction on your GROH rent (noting that this will not apply in locations where GROH is already free).

**Are my other graduate entitlements effected or changed by AGP status?**

You will retain all other graduate teacher benefits for your first 2 years of employment in a public school. AGP incentives and benefits are provided in addition to those.