

**EXAMINATION OF THE AUDITOR-GENERAL'S
PERFORMANCE AUDIT REPORTS SEPTEMBER
2013 – JULY 2014**

Organisation: Department of Education and Communities

Date Received: 16 January 2015



Mr Jonathan O'Dea MP
Chair Public Accounts Committee
Parliament of New South Wales
Macquarie Street
SYDNEY NSW 2000

DGL14/1405
RML14/4925

Dear Mr O'Dea

I write in response to your letter of 19 November 2014 requesting the Department of Education and Communities response to the Auditor General's report on *Management of Casual Teachers* tabled on 3 October 2013.

Please find attached the Department's response to the Auditor-General's report on the template supplied by the Public Accounts Committee.

Should you require further information regarding this matter, please contact Ms Kate Sheehan, Director, HR Shared Services, by telephone on 9836 9286 or email at kate.sheehan@det.nsw.edu.au.

Yours sincerely

Dr Michele Bruniges AM
SECRETARY
DEPARTMENT OF EDUCATION AND COMMUNITIES
16 January 2015

2	Improve its monitoring of a school's ability to access casual teachers to determine whether additional assistance is required.	Accepted	Monitoring and analysis of schools experiencing low success rates to determine whether additional assistance is required.	During 2015	On track The Department's Casual Direct service will implement improved monitoring and analysis of a school's ability to access casual teachers during the 2015 school year through the development of a monthly report identifying schools with low success rates.	HR Shared Services
3	Encourage schools to provide feedback on the performance of casual teachers.	Accepted	HR Shared Services will work with a sample of metropolitan and rural schools to refine and improve the existing process for providing performance feedback on casual teachers to increase the school response rate.	During 2015	On track The Department's Casual Direct service will work with representatives of the NSW Primary Principals' Association and the NSW Secondary Principals' Council to identify a sample of suitable schools during the 2015 school year.	HR Shared Services
4	Improve the way it identifies and responds to casual teachers with performance issues.	Accepted	The Department has developed a process to deal with poor performance of casual teachers who are employed on temporary blocks for a minimum of one term. <i>Managing Temporary Teacher Engagements</i> is available on the Department's intranet.	January 2015	Completed	Employee Performance and Conduct
5	Assist schools to improve their induction practices for casual teachers.	Accepted	<i>Strong start, Great teachers</i> a new induction resource guide for beginning teachers and schools is available on the Department's intranet.	January 2015	Completed	High Performance
6	The Department should when updating its human resources systems, review how to make more use of a teacher's performance history when deciding which casual teacher to assign.	Accepted in principle	This is dependent on the SAP system being developed through the Department's Learning Management Business Reform program.	2015/2016	The Department will consider this recommendation in the design of the SAP HR/Payroll system.	Learning Management and Business Reform program