**Recognition of prior service – teachers**

*This factsheet supports the* [*recognition of prior service – teachers*](https://ppr.mpe.qed.qld.gov.au/pp/recognition-of-prior-service-teachers-procedure) *procedure and should be read in conjunction with the procedure.*

*This factsheet provides further guidance regarding the types of prior experience which may or may not be recognised when applying for recognition of prior service.*

**Kindergarten / childcare**

A kindergarten is a child care centre that provides care for children three years or older, but not older than the age of compulsory school attendance.

To receive an adjustment to salary increment level at a ratio of 1:1 (i.e. Category 1) an application for prior service recognition is to include an appropriate Statement of service (see procedure for requirements) and must confirm:

* 1. the employee was employed as a ‘Teacher’
	2. the employee holds a three or four year qualification in early childhood studies as approved under the Child Care Regulation
	3. the employee is registered with the Queensland College of Teachers
	4. the employee delivers an educational program/s.
	5. the percentage of the person’s duties that involved teaching.

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Applications for recognition of prior service / industry experience that do not conform to the above criterion will be considered individually and on the advice provided by the applicant’s principal or head of department.

Teachers employed in kindergartens or child care centres that are affiliated with the Creche and Kindergarten Association (C&K) are required, as a condition of their employment, to comply with the criteria listed in the above bullet points a) to d). Accordingly, the Teacher classification team can accept that any employment performed at a C&K affiliated institution satisfies the requirements for Category 1 recognition.

Child care service performed in countries other than Australia will be more difficult to assess. In these instances, the teacher classification team will make a decision based on a reasonable judgement of the application’s supporting documentation.

For further information, contact:

***Team*: Teacher classification team**

*Email*: teachersclassificationteam.humanres@qed.qld.gov.au

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**Life education**

Life education centres are not schools within the meaning of *Education (General Provisions) Act 2006* (Qld).

No basis exists for the recognition of this employment for salary increment purposes due to the following reasons:

* the programs offered by life education centres are not of the same complexity as other education programs and are generally of a limited repetitive nature.
* students are in attendance for a limited time and there is no ongoing developmental relationship with students.
* the program is in the nature of a community based commercial resource which a school may choose to buy as part of a human relationships or health education program.
* the instructor has no involvement in planning, preparation and delivery of effective learning and teaching programs in an allocated classroom setting.

Arguments may be provided that this service could, in some cases, be recognised as industry experience (i.e. category 3 service). However, these merits are best examined by the applicant’s principal / head of department.

**Tutoring**

Tutoring is an activity that involves limited application of teaching pedagogies. The tutor’s role is primarily to provide educative support to students as directed by a teacher or in consultation from other educational delivery staff. Consistent with life education, the tutor has no involvement in planning, preparation and delivery of effective learning and teaching programs in an allocated classroom setting.

No argument exists that tutoring provides a qualified teacher with any significant skills and experiences to benefit their teaching role and as such private tutoring will not be recognised as teaching service and no recognition will be granted for salary increment purposes.



For further information, contact:

***Team*: Teachers classification team**

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