Government Sector Employment Act 2013
FAQs: School Principals and Teachers

Note: This FAQ will be regularly updated to communicate to staff the impact of the GSE Act and associated reforms.

Q1 To whom do these FAQs apply?
These FAQs apply to all school-based Teaching Service staff, including school principals and teachers, who are employed under the Teaching Service Act 1980.

This document does not apply to:
- Non School Based Teaching Service Staff (NSBTS)
- School Administrative and Support Staff (SASS)
- General Assistants and Farm Assistants in schools, who are Public Service employees.*

*Note: The above employees should refer to FAQs specifically developed for NSBTS, SASS and Public Service (non-executive) respectively.

Q2 What is the GSE Act?
The Government Sector Employment Act 2013 (GSE Act) replaces the Public Sector Employment and Management Act 2002 and is part of the NSW Government’s strategy to modernise the Government Sector. The GSE Act provides a new and simple statutory framework for employment and workforce management.

The Teaching Service is not part of the Public Service but is part of the Government Sector.

Provisions that only apply to the Public Service in the GSE Act (e.g. employment in a classification of work and assignment to a role) do not apply to school principals, school teachers, or any other Teaching Service staff.

Q3 How will the GSE Act affect all school-based Teaching Service staff?
The new Act will apply to the whole of the Government Sector which includes the Public Service, the Teaching Service, Other Crown Services, State Owned Corporations, the Police Force, Transport Services and Health Services.

School principals and teachers are classified as ‘the Teaching Service’. Parts 2 and 5 of the GSE Act apply to the Government Sector and will apply to school principals and teachers.

Part 2 provides an Ethical Framework for the Government Sector. Part 5 deals with a range of matters including workforce diversity, employee transfers and secondments between government sector agencies, performance management/development systems, the management of unsatisfactory performance and conduct etc.

Q4 Will I continue to be employed in the Teaching Service when the GSE Act commences?
Yes. When the GSE Act commences on 24 February 2014, you will continue to be employed in the Teaching Service.

The GSE Act will have no impact on the work that you are currently doing.

Q5 Will there be any changes to my pay and leave entitlements?
No. There will be no changes to your pay and leave entitlements when the GSE Act commences.

Q6 Where can I get further information?
For further information, you can:
- visit the Department’s Government Sector Reform website
- visit the Public Service Commission website
- contact your human resources area
- email your enquiry to dec-gse-act@det.nsw.edu.au.