

## Frequently Asked Questions

# Permanency Pathway – Temporary to Permanent

## What are the eligibility criteria to apply for permanency under this pathway?

To be eligible for a permanent appointment through the Permanency Pathway, you must be a current Queensland state school teacher working in the North Coast, Metropolitan North, Metropolitan South or South East region.

The pathway is available to eligible temporary teachers currently working in these regions who meet the requirements for appointment to an approved priority school or location.

## Can I apply for a priority school or does the department allocate a priority school?

There are several ways of expressing interest in a permanent appointment. You can either apply for a permanent position via a [Smart Jobs and Careers](#) advertisement, or you can contact the individual regional human resources team to indicate your interest in a permanent position within their region.

## Where are the priority schools?

All schools within the Far North Queensland, North Queensland, Central Queensland and Darling Downs South West Regions are priority schools, including those with State Delivered Kindergarten (SDK) and Special Education Program (SEP) attached.

Additional schools within South East Queensland have been added to the priority school list.

A [list of statewide priority schools](#) is available via [Career pathways in Queensland state schools](#).

## What criteria was used to determine priority schools?

The process to determine priority schools was robust and transparent. The assessment of potential schools included, but not limited to, the following:

- Attraction and retention challenges

- Total teacher allocation rate
- Transfer rating and ICSEA
- Vacancy information and local workforce intelligence
- Geographic factors and school-specific workforce circumstances.

## Can I nominate a return geographic area instead of an individual school?

You can nominate a geographic area rather than an individual school as your confirmed preferred return location.

When you submit your notice of intention to return to your confirmed preferred geographic area, you can provide your residential address. The department will make every effort to place you at a suitable school within 50 minutes' travelling time of your residential address, subject to workforce requirements and available positions.

Nominating a geographic area provides greater flexibility where you may be open to returning to more than one school within the area.

## When will I commence as a permanent teacher in my new school?

Commencement will typically be from 21 January 2027, unless otherwise agreed.

## If the priority school is only a transfer rating 2, what benefits and incentives apply?

Where a priority school has a transfer rating of 2, teachers appointed through the Permanency Pathway may receive the benefits associated with the Permanency Pathway, including the opportunity to secure permanent employment while retaining an agreed pathway to return to a confirmed preferred school, subject to minimum service requirements.

Incentives or entitlements that are specifically linked to higher transfer ratings or designated rural and remote locations do not automatically apply to a rating 2 school. This includes any location-based incentives, allowances or housing arrangements that are subject to separate eligibility criteria. Detailed information can be found in the [Choose your teaching adventure](#) booklet.

Teachers should confirm the specific incentives, allowances and housing arrangements that apply to the nominated priority school before accepting an offer, as these may vary between locations.

## Will I receive departmental accommodation if I am appointed under the Permanency Pathway?

Departmental or subsidised accommodation is not automatically provided based solely on participation in the Permanency Pathway. Access to departmental or subsidised housing is determined by the applicable [housing policy](#) and the location of the school, the availability of housing and the teacher's individual eligibility.

## When I return to my confirmed preferred school is my status still as a permanent teacher?

Yes, you will still be a permanent teacher with the department. The only difference would be your substantive school will change.

## What is the process after completing the EOI process?

After you have registered your interest by completing the EOI process, a regional human resource consultant will contact you to discuss the following:

- Your preferred region and school
- Career pathway intentions
- Timing expectations
- Any personal or professional considerations; and
- Whether a resume or additional supporting documentation is required.

## What is the process to return to my confirmed preferred school after completing two years?

In your second year of the two-year period, you would need to submit an Intention to Return form to the department prior to the end of term 2. This will initiate the relevant regional human resources team and principal of the confirmed preferred location to plan for your return.

## Am I entitled to have my belongings and vehicles relocated after completing the minimum period of two years?

The department will cover the cost of your relocation back to your confirmed preferred school. The entitlements which will apply to your return can be located under the transfer section of the department's [Relocation Entitlements booklet](#).

## If I decide to stay longer than the required 2 years, does my confirmed preferred school remain?

A five-year time limit will apply to the provision of returning to your confirmed preferred and nominated school.

The purpose of the pathway is to provide teachers with greater certainty about their future employment while supporting the workforce needs of priority schools. The confirmed return provision is intended to facilitate a teacher's return to their nominated preferred school within a reasonable and defined time limit.

If a teacher chooses not to return to their confirmed preferred school within five years, the confirmed return to your preferred and nominated school will cease. Any subsequent transfer would then be managed through the department's usual workforce planning and transfer processes and would be subject to the circumstances and requirements applying at that time.

The five-year time limit provides a clear point at which the confirmed return provision concludes. This recognises that, beyond this period, a teacher's decision to remain in their current location may reflect an established personal or lifestyle preference rather than an intention to return to their confirmed preferred school under the Permanency Pathway.

## I have completed two terms/one semester as a temporary teacher in a non-priority school and my personal circumstances do not allow me to relocate for permanency; can I continue to do temporary engagements?

The [Experience More](#) mobility initiative provides additional pathways and opportunities for teachers to build their careers and access permanent employment, while supporting the department's workforce needs across Queensland.

[Priority schools](#) have been identified within each of the inner regions, as well as across the outer regions. This provides a broader range of locations where permanent appointment opportunities may be available. Teachers' individual circumstances will continue to be considered alongside their suitability and the workforce needs of schools; an inability to relocate will not, of itself, preclude a teacher from being considered for permanent employment.

The department will continue to consider a range of factors when supporting teachers to access permanent employment opportunities, including workforce requirements, teacher suitability and individual circumstances.

## Can I still apply for permanency under the temporary to permanent conversion process?

Yes. Temporary teachers who cannot participate in, or are unable to relocate through, the Permanency Pathway will continue to be eligible to seek conversion to permanent status through the department's temporary to permanent conversion process to approved priority locations/schools and remains subject to workforce requirements, available positions and the usual assessment of suitability.

It is important to note, however, that participation in existing conversion processes does not guarantee conversion to permanent status at your current school.

## Can a school have a temporary teacher for more than 2 terms?

Temporary teachers may be engaged for up to two terms. Where a principal considers there are extenuating circumstances that require the same temporary teacher to continue beyond two terms, the principal must seek approval from their regional Human Resources team and provide supporting evidence outlining the circumstances and the need for the continued engagement.

Where approval is granted, the temporary teacher may be engaged for up to a maximum of 12 months. This approval is for the specific circumstances identified and does not provide an ongoing entitlement to further temporary engagements.

Following the approved 12-month engagement, the teacher cannot be engaged in a further temporary engagement at the same school in the following year.

## What happens if I cannot be confirmed to my nominated and preferred return school?

If you cannot be confirmed to your nominated and preferred return school due to workplace planning requirements or other operational considerations, you may alternatively negotiate a different return school or decline the offer of permanent appointment. In these circumstances, you may undertake up to two further terms of temporary employment.

This provision is available once only and applies to a single decline of a permanent appointment offer.

You may nominate more than one preferred return school for consideration to provide greater flexibility in confirming a suitable return placement.

## If I am on extended special leave without pay, can I still undertake temporary contracts?

Permanent teachers who take extended leave without pay cannot undertake temporary employment with the department during the period of approved extended leave.

However, teachers may be able to undertake relieving arrangements in a priority school while on extended leave without pay, subject to the usual requirements and approval processes for relieving arrangements.

Please contact your principal to discuss the Experience Pathway.

## If a school has temporary funding, can they still engage temporary teachers for the duration of the temporary funding or do they have to appoint a permanent teacher?

Where a school has temporary funding for a teaching position, the temporary nature of the funding can support the engagement of a temporary teacher for the duration of the approved temporary funding, subject to the usual employment and recruitment requirements.

A school is not required to appoint a permanent teacher to a position where there is a genuine and documented temporary funding arrangement.

However, where the funding becomes ongoing or the position is established as an ongoing workforce requirement, the school must consider a permanent appointment, having regard to workforce planning and relevant departmental employment requirements.

## Can I apply for promotion or another role during the service period, and how would that affect my confirmed return arrangement?

Yes, you can apply for promotion or other employment opportunities during your service period, subject to the usual eligibility and selection requirements.

If you are offered another role, contact your regional Human Resources team before accepting to discuss how the appointment would affect your agreed service period and confirmed return arrangement. This will depend on the location, duration and nature of the role, including whether it is a relieving opportunity or a transfer.

Your confirmed return arrangement should not be assumed to transfer automatically to a different role or classification. Any changes to the arrangement should be discussed and confirmed in writing so you make an informed decision.

## Will my salary classification, recognised service and accrued leave carry across when I become permanent?

Becoming permanent does not, of itself, reset your salary classification or previously recognised teaching service. Your permanent appointment will reflect your applicable teacher salary classification and recognised service.

Eligible accrued leave balances will carry across in accordance with the relevant employment arrangements. The treatment of any break between temporary and permanent employment, or an entitlement already paid out, will depend on the applicable requirements.

Location based allowances and incentives are separate from your salary classification and may change depending on the school where you are appointed. Your regional Human Resources team can help you obtain confirmation of your salary and leave arrangements before you commence.

## How will confirmed returns under this pathway be managed alongside existing transfer applications?

Confirmed returns under the Permanency Pathway will be included in school and regional workforce planning alongside existing transfer applications and other staffing requirements. Regional Human Resources teams will work with principals to plan for teachers returning to their agreed school or geographic area after completing their service period. This includes taking confirmed return commitments into account when considering vacancies and other appointments.

Existing transfer applications will continue to be considered under the usual transfer process and applicable priorities. A confirmed return under this pathway is a specific commitment agreed as part of the appointment; it does not mean that all pathway participants receive a blanket priority over other transfer applicants.

Teachers with an existing transfer application can contact their regional Human Resources team to discuss how these arrangements relate to their individual circumstances.