

Nathalia PS

Staff Employment – Human Resources Policy

Schools must comply with the Department's human resources policies and practices.

The Department's Human Resources (HRWeb) website provides schools with access to a wide range of information and support services including:

- careers and recruitment
- diversity and equity
- employment conditions
- professional development
- safety, health and wellbeing
- workforce management.

Careers and Recruitment

A career in education and early childhood development can be stimulating, satisfying and rewarding, and provides the opportunity to influence and shape many lives.

The Department employs principals, assistant principals, teachers and education support employees in Victorian government schools and public service employees who support the delivery of education and early childhood programs in Victoria.

For information about careers in education and early childhood, select from the following:

Find a Job

- [School and other education/early childhood jobs](#)
(This link opens the online recruitment system. Select to search for School Jobs or Public Service Jobs)

Diversity and Inclusion

The Department is committed to diversity and inclusion. As one of Victoria's largest employers, the Department aims to create an organisation that is diverse, fair and inclusive. The Department acknowledges that our services and business are enhanced when we reflect the diversity of the Victorian community within our workforce and ensure that our workplaces are safe and inclusive for all employees.

Respect and Human Rights are DET Values and the foundation for equal employment opportunity at DET. Managers, principals and employees are expected to model respectful and inclusive behaviours in the workplace and in their service provision to students, parents and the community.

The DET *Victorian Public Service Workforce Diversity and Inclusion Strategy 2017–2020* outlines the Department's commitment to building a workplace that is grounded in respect, fosters inclusion, promotes diversity and embraces the unique skills and qualities of all our people. It supports other work being undertaken to build safe and inclusive workplaces described in the Department's *Investing in Our People Strategy*.

- DET VPS Workforce Diversity and Inclusion Strategy 2017–2020 ( PDF) ( WORD)

For further information regarding diversity and inclusion, please see the below topic areas:

[Aboriginal Employment](#)

[Cultural and Linguistic Diversity](#)

[Disability](#)

[Equal Opportunity, Discrimination and Harassment](#)

[Flexible Work for Work-Life Balance](#)

[Gender Identity](#)

[Managing Diverse and Inclusive Workplaces](#)

[Same-sex Attracted Employees](#)

[Workplace Contact Officer Network](#)

Employment Conditions

The Department seeks to provide a working environment that encourages and rewards skilled and dedicated employees through the development and implementation of policies and employment arrangements that best support the delivery of the Department's programs and services.

Information regarding employees' conditions of employment can be accessed using the [A-Z Topic Index](#) or select one of the following:

- [Salaries](#)
- [Allowances](#)
- [Leave](#)

Professional Development

Find information about the learning and development opportunities that are available for employees within the Department.

Ongoing professional development is critical if the Department is to deliver on its current and future priorities.

To explore the learning and development opportunities that are available please select the relevant employment category.

- [Teaching Service](#)
- [Public Service](#)

Safety, Health & Wellbeing

The Department is committed to ensuring the safety, health and wellbeing of its employees, students and visitors through the provision of safe schools and workplaces.

For more information on the policies and practices relating to Safety, Health and Wellbeing in Department workplaces, select from the following:

- [Health & Safety](#)
- [Principal Health and Wellbeing](#)
- [Report an Incident, Injury or Hazard](#)
- [Workers' Compensation Leave & Payroll Processing](#)

Workforce Management

Workforce management is a planning and accountability framework for principals and managers that ensures the Department's strategic priorities and objectives are delivered in an efficient and cost effective way, whilst providing for fairness in human resource management practices.

Select the appropriate link for further information:

- [Schools](#)
- [Corporate locations](#)

Refer to: <http://www.education.vic.gov.au/school/principals/spag/pages/spag.aspx> for all prerequisite and related policies.

Ratified by School Council: