

School Officer Classification Review

12 October 2020

Our plan for a modernised & updated structure

Limited category based classifications have failed us for over 20 years. We need a new updated structure that delivers for all school officers.

Based on our research of best practice models, both within and outside our sector, we have tabled a suggested 'points factor evaluation system' underpinned by four key objectives:

1. Consistency
2. Transparency
3. Flexibility
4. Procedural uniformity

The new process would require employers to consider nine work standards to classify a position. A scoring system of accumulated points is then used to allocate the appropriate level (similar models are already in place for staff in many Catholic education offices).

A key strength would be the extension of the current five role characteristics to nine new standards that would provide a deeper analysis of roles. [You can read a summary of the proposed work standards here.](#)