

# Teacher Assistant

## STATEMENT OF DUTIES

JUNE 2012

| Number                | Generic                                                                                                                                                                                                                                                                                                                                                                                                   |
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| Portfolio             | Schools and Early Years                                                                                                                                                                                                                                                                                                                                                                                   |
| Branch                | Specified Learning Services                                                                                                                                                                                                                                                                                                                                                                               |
| Section/Unit/School   | Specified School or College                                                                                                                                                                                                                                                                                                                                                                               |
| Supervisor            | Principal/Specified Teacher(s)/School Business Manager                                                                                                                                                                                                                                                                                                                                                    |
| Award/Agreement       | Tasmanian State Service Award                                                                                                                                                                                                                                                                                                                                                                             |
| Classification        | General Stream Band 2                                                                                                                                                                                                                                                                                                                                                                                     |
| Employment Conditions | Permanent/Fixed-term, Full-time/Part-time, up to 73.5 hours per fortnight. The occupant works for the duration of school terms only with the option of an additional 2 weeks at a time mutually agreed to by the parties. Consequently, leave and other benefits are paid on a pro rata basis. Teacher assistants are covered by prescribed award arrangements and all provisions including TOIL prevail. |
| Location              | Statewide                                                                                                                                                                                                                                                                                                                                                                                                 |

## Primary Purpose

Provide assistance to the teacher(s) by assisting with the supervision and learning of students. Provide support and assistance to students with high and/or additional needs including but not limited to students with physical and/or intellectual disabilities and students with behavioural issues.

## Level of Responsibility/Direction and Supervision

Responsible for the efficient completion of tasks as directed. May assist in being responsible for the physical and emotional well-being of a student or group of students. General supervision of tasks is provided. Closer direction is received on specific or new tasks as well as some guidance on how they should be carried out.

It is the responsibility of the occupant to actively participate, promote and model behaviours which are consistent with the Department's commitment to the safety and wellbeing of children and young people. This includes the prevention, identification and reporting of child abuse and behaviours which are not consistent with the Department's values.

The occupant is responsible for complying with all Agency policies and procedures, including those relating to fraud and corruption control, record management, confidentiality, conduct and behaviour, mandatory reporting, education, training and assessment.

The Department has a range of delegations across the operational portfolio's which include Finance, People Services and Support (HR) and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements.

## Primary Duties

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1. Assist teachers and students both inside and outside the classroom.
2. Assist with the supervision of small groups or individual students on activities, as directed by the teacher both on and off campus.
3. Prepare teaching aides and other material to support teaching and learning programs including supporting the implementation of individual student education and behaviour programs.
4. Assist students with physical and mobility challenges by lifting, positioning, exercising and/or transferring from or to transportation, as specified in their individual education plan.
5. Assist with personal hygiene, toileting and feeding requirements as required by each individual student.
6. Undertake specific therapy tasks with individual students under the guidance of the teacher or nominated professional.
7. Assist students with intellectual disabilities with the use of learning aides.
8. Provide administrative assistance to students, staff and teachers, including but not limited to, covering books, laminating, photocopying and printing.
9. Maintain stores and equipment.
10. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

11. In accordance with the *Work Health and Safety Act 2012* the incumbent will actively participate in and contribute to the maintenance of safe working conditions and practices, including the development and implementation of improvement initiatives, safeguarding practices and all mandatory training requirements.

## Selection Criteria

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Proven communication and interpersonal skills with both adults and students.
  2. An understanding of general educational processes and methods.
  3. An understanding of general health and safety requirements.
  4. Proven capacity to work as part of a team and be adaptable and flexible.
  5. Established skills of creativity, initiative and good judgement.
  6. Proven capacity to work with students with high and/or additional needs.
  7. A good standard of numeracy and literacy with personal skills of accuracy, precision, personal organisation and planning.
  8. A demonstrated capacity to commit to the Department's values, with the ability to apply them through individual behaviours and actions.

## Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed and the status of these may be checked at any time during employment. It is the employee's responsibility to advise the Department if there is any change to the status of a registration/licence. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has conditions applied.

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### Essential

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

### Desirable

- College or TAFE studies in health and/or education support.

## Working within the Department for Education, Children and Young People



Connection



Courage



Growth



Respect



Responsibility

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence, including child abuse and harm. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Employment within the Department is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

## Commitment to Children and Young People

This is a Department built entirely for children, young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

The Department is committed to providing a culturally safe environment which upholds the safety and wellbeing of all children and young people in Tasmania. The Department's Safeguarding Framework, *Safe. Secure. Supported.* underpins this commitment.

All employees must demonstrate and model behaviours which value and respect children and young people, show a commitment to child safety and wellbeing, and display an understanding of the developmental needs of children and culturally safe practices relevant to their position.

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**APPROVED BY PSS DELEGATE:** 103974 - Deputy Secretary Corporate Services – March 2007  
Request: Instrument to Vary Establishment: 135-2000/01 & 308-2003/04  
Date Duties and Selection Criteria Last Reviewed: 08/16 KJC

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