Employer Notification

Section 67A of the *Teacher Registration (Northern Territory) Act 2004*

Mail to: Director Teacher Registration Board NT GPO Box 1675 DARWIN NT 0801		**Via email:** Director trbprofconduct@trb.nt.gov.au	
From (employer)		Reference	
Full name of notifier		Position	
Email		Phone	
Address			
Teacher's Details			
Full Name		DOB	
Email		Phone	
Address			
TRB Reg. No.		Category	☐Provisional ☐ Full
If employed under an authorisation to teach – period of authorisation		Start date:	
		End date:	
Teacher's Employment Details			
Position			
Commenced employment:			
Current employment status	☐ Stood down ☐ Suspended ☐ Transferred to non-teaching duties ☐ Dismissed ☐ Resigns ☐ No action taken ☐ Other:		

Other agencies or authorities have been notified?	☐ NT Police ☐ SAFE NT ☐ Territory Families ☐ DET ☐ AISNT ☐ CENT ☐ Christian Schools ☐ DCCD or relevant HR Partner ☐ Other:
The Teacher is aware of notifications to the above authorities and this notification to the Teacher Registration Board?	Select an option

The Grounds for this Notification – Teacher Competence / Fitness to Teach / Serious Misconduct

Competence to Teach should be assessed against the Australian Professional Standards for Teachers **(APST)** :

Standard 1	Know students and how they learn
Standard 2	Know the content and how to teach it
Standard 3	Plan for and implement effective teaching and learning
Standard 4	Create and maintain supportive and safe learning environments
Standard 5	Assess, provide feedback and report on student learning
Standard 6	Engage in professional learning
Standard 7	Engage professionally with colleagues, parents/carers and the community.

Further information on the APST is available at: Teacher Standards (aitsl.edu.au)

Fitness/Propriety to Teach may be judged in relation to:

- Criminal history which is questionable for the safety of children or an individual's character
- Actions or behaviours that create risk to safety of children, families, communities and other staff members.
- Behaviour that calls into question that the person is of good character.
- Behaviour does not reflect a reasonable standard expected of a teacher.
- Words or actions that cast dispersions on the profession of teaching or may call the profession into disrepute.
- Behaviour that is not in accordance with the Code of Ethics for Northern Territory Teachers or other guidelines published by the Board.
- Other relevant matters such as impairment, condition or disorder including substance abuse or dependence.

Serious Misconduct is conduct that is willful or deliberate and that is inconsistent with the expected behaviours of the Australian Professional Teaching Standards. It is also conduct that causes serious and imminent risk to the health and safety of a person or to the reputation and status of a school, employer or the profession of teaching. It also includes actions which:

- Do not observe an adequate duty of care in the undertaking of supervision of those for whom they are responsible.
- Threaten human safety, wellbeing or life.
- Pose a threat to the protection of psychosocial and physical wellbeing.
- Evidence theft, fraud, assault, sexual harassment, intoxication at work.
- The refusal to carry out lawful and reasonable instructions or meet associated expectations reasonably required by the teaching profession.

The Teacher Registration Board of the Northern Territory is hereby given notice pursuant to section 67A(1) of the *Teacher Registration (Northern Territory) Act 2004* that the following event occurred in relation to questions related to a person's fitness to teach or allegations of serious misconduct or competence to teach.

**An employer's assessment of this includes examining, investigating, inquiring into or otherwise dealing with.*

☐	(a) the employer dismissed the teacher	Date:
☐	(b) the teacher resigns otherwise ceases working for the employer, in circumstances that call into question the teacher's ☐ competence ☐ fitness to teach	Date:
☐	(c) the teacher starts assessing** the teacher in relation to serious misconduct or fitness to teach	Date:
☐	(d) the teacher stops assessing the teacher in relation to serious misconduct or fitness to teach	Date:
☐	(e) An assessment ** by the employer ends with the teacher's competence to teach called into question	Date:

The Teacher Registration Board of the Northern Territory is hereby given notice **within 28 days** after the occurrence of the above event of the full details of the event and the circumstances involved pursuant to section 67A(2) of the Act:

Details of allegations in relation to: - serious misconduct - fitness to teach - competence to teach ✓ *Please include the relevant focus areas of the Australian Professional Standards for Teachers*	
Date(s) of allegations	
Place where alleged conduct occurred	

Details of action taken to assess, examine, investigate, inquire into or otherwise deal with the allegations ✓ *Include the terms of reference for any investigation/assessment commenced* ✓ *Include the findings and outcome for any assessment/investigation completed*	
Specific policies, procedures or directives that have guided your responses or actions in response to the events(s) in relation to the teacher?	

Please attach relevant documentation associated with the allegations such as complaints, witness statements, correspondence between the employer and teacher, investigation reports and materials, performance appraisals, classroom observations, details of any performance management process. All documents provided should be in PDF and include the author's names and be dated.

DISCLAIMER:
An employer who makes a notification in good faith under the Teacher Registration (Northern Territory) Act 2004 is not civilly or criminally liable as a result of giving the information.

The Board is required to provide the Teacher with procedural fairness during any Disciplinary proceedings under Part 6 of the Teacher Registration (Northern Territory) Act. If the Employer has an objection to the Board releasing any information provided to the Teacher, please advise in writing setting out the reason/s for the objection. Any objection to releasing a document will be considered. **If no objection is received, it will be assumed that the Employer has provided consent to the release of the Employer Notification and any additional documents attached.**

All persons named in this notification may be called as witnesses in subsequent Board procedures which are relevant to decision making.

Signature of Notifier:		**Date:**