

Limited Authority to Teach

Frequently Asked Questions

What is a LAT?

A LAT is an alternative authorisation to teach and exists at the discretion of the Board to address a workforce shortage and provide a sustainable pathway toward teacher registration.

How do I apply for a LAT?

There is further information on our website on how to submit LAT application. In brief:

- **School-specific** - the school will initiate the LAT application on your behalf via its TRB online portal.
- **Generic relief** - email the Registration Team at enquiries@trb.tas.gov.au to initiate the LAT for you.
- **Internship** - the Registration Team will be advised of students offered an Internship and will initiate the LAT.

Can I apply for a LAT at any time?

Applications for a LAT can now be made at any time. However, schools must first make every effort to employ an appropriately qualified, registered teacher.

Why are there workload maximums for ITE LAT holders?

The workload maximum of 0.6 FTE for ITE LAT holders is based on direct feedback from key stakeholders and is consistent with arrangements in other States and Territories. Workload maximums aim to ensure ITE LAT holders have sufficient time to manage their work and studies. This is intended to support retention, ensure the welfare of our ITE students and support quality outcomes for our students.

Does the workload maximum apply to all LAT categories?

The workload **maximum of 0.6 FTE applies to ITE student LAT holders only**. Exemption category LAT holders may work up to 1.0 FTE. An Internship LAT holder's workload maximum is determined under the relevant program (TFA or TIPP). Please be aware that face to face time must meet the requirements of the Teachers Agreement 2023.

Do I need to apply for a LAT extension if I have a school-specific LAT and want to undertake relief teaching?

If your school-specific LAT is for less than 0.6 FTE, you may also provide relief teaching within the same school (up to a combined maximum of 0.6 FTE) during the period of the LAT term, without applying for a separate relief LAT.

Can I work full time during my semester breaks?

ITE LAT holders may increase their workload to 1.0 FTE during semester breaks, where they have completed all ITE course requirements to that point, without making an application for a LAT extension. The LAT holder's workload must revert to a maximum of 0.6 FTE at the commencement of the next semester.

Can I have a LAT in two categories?

An individual may have more than one School-specific LAT arrangement at the same time, subject to the relevant criteria and within the combined maximum workload. LAT holders approved under Exemption or Internship categories are not eligible to apply under other LAT categories.

How long can a LAT be in place?

A LAT may be approved for up to 12 months from the date of approval (rather than expiring at the end of the school year), subject to appropriate evidence of efforts to employ a registered teacher.

I have already had a LAT approved for 2024, is this impacted by the new LAT Policy?

Existing LAT arrangements will not be impacted. However, from 11 December 2023, any LAT application or application for an extension to a current LAT, must be consistent with the new Policy.

What is the role of a mentor to an ITE School-specific LAT holder?

It is expected that many schools will already have mentor arrangements in place. A nominated mentor for ITE LAT holder must be an experienced, registered teacher. The nominated mentor is expected to provide oversight and support to enable the LAT holder to complete professional learning as appropriate, aligned with the Australian Professional Standards for Teachers, including mandatory reporting, working with learners with special needs and Child and Youth Safe Standards. The mentor will also provide advice on planning and classroom management.

What happens if we don't have a staff member available to be a mentor?

All School-specific ITE LAT applications must include a nominated mentor, to be noted in the *supporting information* text box in the application. The mentor can be from within the school that the LAT holder is employed. Or, the mentor may be a recently retired registered teacher (within five years), or a teacher from another school. A number of LAT holders may share a mentor, to support a positive learning community.

Is a mentor required for Generic Relief LAT holders?

Generic Relief LAT holders are not required to have a nominated mentor, as this category of LAT holder is able to work at multiple locations. Applicants for a Generic Relief LAT must be in their final year of their ITE degree and have successfully completed all professional experience units up to that point.

What are the fees for a LAT?

The fee for a LAT comprises an application fee and a limited authority fee. Following the grant of an initial LAT, fees are currently waived for any subsequent LAT commencing in the same calendar year.

How long do I have to appeal a decision?

You can lodge an internal appeal with the Deputy Director, TRB within seven days of the decision and you will receive a response within five business days of your request being received. Please bear in mind that you can also lodge an external review with the Magistrates Court under s29 of

the Act, within 28 days of the original decision.

Can I make an Internal appeal and application for external review at the same time?

Yes, you can lodge your application for external review and internal appeal at the same time and withdraw your application for external review if you are satisfied with the outcome of the internal appeal. Or you can wait for the decision of the internal appeal, and you will still have a minimum of 16 days to lodge an external review application.

Can I complete my final practicum at the school I work?

In negotiation with the University, a LAT holder may complete their final practicum at the school they are working.

Where can I get more information or assistance?

Please contact our Registration Team at enquiries@trb.tas.gov.au or (03) 6165 5977 or visit our website: trb.tas.gov.au.