

**INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH
WALES**

Name: Name suppressed

Date Received: 17 July 2022

Partially
Confidential

To whom it may concern,

I thank you for the opportunity to share my experiences and views. I hope that this information is useful and can help shed some light on the current situation.

How has the teaching shortage affected me personally:

Our department spent the whole of the first term during 2022 one staff-member short, meaning classes were getting day-to-day casual teachers, if they got a teacher at all. There was little continuity of teaching, little assessment of learning and it was a negative experience for all involved. Teachers in the faculty found themselves planning for classes they had never taught before. I was in charge of planning for an additional Year 10 class on top of my already-full allocation. Our head teacher was continuously planning casual lessons for 3-4 additional classes on top of their already-full allocation.

Since the start of 2022, I have worked an additional 139 hours outside of work. This roughly works out to be 20 extra days of unpaid work. I am lucky that I have a little more experience teaching. When I was in my third year of teaching (half way through 2020 to half way through 2021), I worked an additional 732 hours, which is roughly an additional 104 days of work, unpaid.

How has the teaching shortage affected the school:

Uncovered classes are a daily occurrence. We do not have enough casual teachers to cover the amount of uncovered classes each day. Students are left in the playground during free periods with minimal-to-no supervision. Students are missing out on learning.

Reasons for the staff shortage in my view:

The amount of work required of teachers outside of paid hours is immense. It is impossible with the current setup to complete all your administrative requirements, lesson preparation and delivery of lessons in the amount of time you are being paid for. Something has to change to reduce this burden on people. My work-life balance could certainly improve. Work is dominating.

Some potential solutions:

Reduce the number of classes each teacher is required to have. I have 5 classes of my own and a few extra periods of shared classes. Reducing this down to 4 classes would be an easy way to free up time. Beginning teachers should even possibly only have 3 classes due to the amount of information they are learning and the amount of preparation they are completing. Of course though, you then need more teachers to do this.

Salary:

The salary does not reflect the additional working hours of teachers. As stated before, I have already worked an additional 20 days this year, all unpaid. In a time when inflation and the cost of living is rising, each year feels like you are earning less than the year before. It will be difficult to attract new teachers to the profession with the current salary.

Thank you for taking the time to read the comments above. I hope I have provided you a glimpse into the working conditions I have experienced and will continue to experience until a solution is found.