

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

**Name:** Name suppressed

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Partially  
Confidential

23 June, 2022

RE: To the Legislative Council's Portfolio Committee No.3 chaired by the Hon. Mark Latham MLC.

Dear Committee members,

I am writing this submission to address factors contributing to the shortages of teachers in the NSW school system. This is my story.

I have been an educator at the secondary school level for over 30 years, the last 17 years as a Casual and Temporary teacher with the Department of Education at a Distance Education School for languages in Sydney.

In 2020 and early 2021, during the worse part of the 'pandemic', and prior to mandates and vaccinations, we were well prepared for teaching students online and we continued with no issues. Teachers then worked from home when lockdowns were set in place in 2021. Everything was organised exceptionally well by the principal and team leaders at the school to ensure that our students were not disadvantaged in any way.

In 2021, I was working as a Casual teacher in terms 1 and 2 and then I was given a contract for terms 3 and 4 as a Temporary teacher. I was teaching students in years 9, 10 and 11 on 2 days a week and continued to do casual work when required, always at the same school.

On the 8th November 2021, I was terminated as a Temporary teacher with 4 weeks pay in lieu. I was told via emails that I was non-compliant and consequences would ensue. The Public Health order did not take into account MY health issues and Georgina Harrison was not interested in the consequences of this action for any students, especially those moving into year 12 in Term 4.

I had requested to work from home as we had done before to allow for continuity of study for my students and because we are teaching via distance anyway, but I was told by my principal that it was out of her hands. I even suggested doing a RAT test before entering the school grounds. No other options were provided, not even discussed and the inflexibility of this decision has had dire consequences for students and teachers alike.

I then received an email from Darryl Currie (PES Committee) on November 17 2021, telling me that I was going to be charged with misconduct and investigated for not following the mandate from the PHO. I was ONE of many teachers placed on the sidelines awaiting an investigation for the last few weeks of Term 4, 2021. On January 14, 2022, I received a second email from Mr. Currie, telling me that the investigation would no longer be taking place but a notation would be made on my personnel file to note that I had not had a vaccine attestation confirmed and my approval to work would remain temporarily withdrawn until an attestation had been made.

The contract I had signed at the end of Term 2, 2021, had no mention of an experimental mRNA medical procedure being necessary for my employment. During this period, I was experiencing high levels of stress and anxiety that were affecting my overall health. It has been very difficult to understand the reasoning behind these rulings. We have not been treated as professionals, but rather vilified, humiliated and bullied to undertake a procedure that has since been proven to not be 99% effective in controlling the spread of Covid 19 or its variants. Safety issues with severe and in some cases deadly adverse reactions are growing in numbers on the TGA website. We have been led to believe that if you are immuno-compromised or vulnerable and decide to take the injection, then you will be protected. Unfortunately, the efficacy and safety of this injection is questionable. There are too many unknowns and long-term data is missing.

We have divided our society where unvaccinated people are segregated and considered dangerous/contagious, labelled by media as 'anti-vaxxers'. Yet, vaccinated people can still catch the virus and spread it! Are we not seeing this now in schools where vaccinated teachers are absent due to illness from the virus? Hence the shortage of teachers! In the meantime, there are healthy, professional, knowledgeable teachers on the sidelines, willing and able to work but denied access due to NEW regulations.

With most people having now caught the virus or one of its variants, why are we still mandating an injection that has been superseded by the virus? We have always lived with viruses yet survived without injections for every sniffle or cough. Natural immunity still exists.

I hope that this committee will examine all factors carefully and remove these mandates in education. If teachers are allowed and prepared to return to work for the Department of Education, then we should see some of the problems with staff shortages rectified.

Yours sincerely,

(Secondary School Language teacher)