

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

Name: Name suppressed

Date Received: 20 June 2022

Partially
Confidential

I am a qualified and accredited Science teacher with thirty years experience in both public and private schools.

I was working in a twelve-month temporary position for the Department of Education in 2021 when the vaccination mandates were brought in, whereby all teachers and other staff had to be fully vaccinated against COVID-19 to be employed. I chose to exercise my right not to be vaccinated due to concerns about the potential side effects of the vaccine. For this reason, my position was terminated on 8 November and permission to teach was temporarily withdrawn until I complied with their directives.

I was also threatened with possible disciplinary action for "misconduct", viz:

1. Failing to comply with the directions issued by Ms Yvette Cachia, Chief People Officer, on 22 October 2021 and 1 November 2021, to show your principal a copy of your vaccination evidence by 8 November 2021.

2. Failing to meet the conditions of your employment as set out in the determination made by Ms Georgina Harrison, Secretary Department of Education, on 18 October 2021, that an employee must provide either (a) vaccination evidence or (b) a medical contraindication certificate.

Threatened disciplinary action included being placed on the Not to Be Employed (NTBE) list which would mean I could never be employed again. I am now on job-seeker payment while looking for tutoring positions.

Another teacher who also lost her permanent position contacted me a few months ago. She had asked a student at our former school, "Who is your Science teacher?" The student apparently replied, "We don't have a Science teacher." My former head-teacher has also contacted me a number of times saying they were understaffed, especially for science-trained casual teachers. One of their current teachers is still undergoing their final year of training and is not yet fully qualified. Apparently this is preferable to having a trained and experienced teacher who is not vaccinated, despite the reduced risks currently with COVID-19 infections.

Previous to the vaccine mandate, my former school was struggling to find enough casual teachers, especially after the NESAs requirement for ongoing training (100 hours of professional development over five years) reduced the number of retired teachers who were willing to comply. Casual teachers were in high demand and some were given supply status to turn up everyday for whatever positions were needed so that other local schools could not 'poach' them on a day-to-day call. The mandates have made this shortage even more critical.