

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

Name: Name suppressed

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Partially
Confidential

I've been a teacher (primary) for 14 years. I have 10 years dedicated service to the department.

During these years, I've been consistently employed as a full time temporary teacher. Even though I am highly experienced and I've proven my worth over and over, each year I'm required to apply for Expressions of Interest (EOI's) for contracted roles. This process is highly stressful, insulting and unfair. If I have been good enough for 10 years of temp contracts, I can teach to a very high standard, manage a large group of students, manage behaviours and program to suit vast individual needs, why have I not had the opportunity to be made permanent?

Instead, I continue to work so hard each day and watch Principals employ new targeted graduates with no experience in programming, behaviour management and teaching. They are young, inexperienced and permanent. This type of employment style is indeed a major disservice to the students in our classrooms. Instead of giving them the best opportunities to learn, you are providing them with a teacher who is still learning themselves.

The employment / recruitment process is shocking and again, highly bias and unfair. If investigations took place, you would come to find that most employees within a school are either related, close friends or knows someone in high places. This limits the employment of perfectly good and highly trained teachers that deserve a permanent position.

I have not, in 14 years, received one text or email from the department matching me with job criteria and I have most skills ticked and approved. My teaching date reaches back to 1980 something and still here I am crossing my fingers at the end of each year, hoping I'm given a full time temporary contract so my children and I can have some form of security and survive another year.

Employing teachers from overseas or interstate may only help in small rural towns where no one wants to live or work. If you put these people in any other positions, you are taking work away from locals that have been doing temporary positions long term, often with the same school.

If I'm good enough to be given a class each year, I've proven myself and my abilities in the classroom over and over ~ then why am I not good enough for permanent employment?

The whole system is completely warped in so many ways.