

**Submission
No 148**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

Name: Mrs Bhavna Williams

Date Received: 4 July 2022

I have been a primary school teacher in England since 2009 and have always thoroughly enjoyed my job and been very good at it. In 2018 I decided to move to Australia with my children and husband, who is an Australian national with Australian teaching qualifications. I thought getting a teaching position for both my and myself, would be easy. Little did I know that it would be virtually impossible, even with glowing references from our previous schools.

Firstly, I had to go back to university in England to complete a masters degree, my English qualifications were not good enough to teach with the DOE. This cost me over £10k!

We got to Australia in September 2029 and we started the application to get a job with the department. This in itself is a long process with emails going back and forth for months. Eventually we were able to have our competency interview (because the years of experience was just not enough). After this long process we were finally able to apply for jobs. However, you can't just apply for permanent positions with schools, we can only get casual jobs because to get a permanent position is practically impossible! Even for my husband. Speaking to many teachers who work for the department, most teachers have a casual contract, even after years of working for the same school.

If there is a desperate need for teachers because there is a shortage then maybe this process needs to be simplified. Why are teachers having to apply for schools through the department rather than through the schools? Are schools not trusted enough to recruit teachers who would be best for their schools? Why is it so difficult to get permanent positions, teachers need job security! And why do teachers from a country with an excellent education system have to have additional qualifications and go through a ridiculous process to get a job? Why is there a huge difference in pay grades for teachers in public and private school?

We have given up hope of getting a job with the department.