

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

Name: Name suppressed

Date Received: 28 July 2022

Partially
Confidential

Inquiry Into Teacher Shortages in New South Wales

To the Hon Mark Latham MLC,
Hon Wes Fang MLC, Ms Abigail Boyd MLC , Hon Catherine Cusack MLC, Hon Anthony D'Adam MLC, Hon Scott Farlow MLC and the Hon Courtney Houssos MLC

I hereby respectfully offer this submission, written between the dates of 24/07/22 and 26/07/22, for the consideration of The Portfolio Committee No. 3 – Education: Inquiries into and report on, Teacher Shortages in New South Wales.

In particular, I submit my professional insights as a NSW Teacher of 27 years, for the following Terms of Reference:

- (a)** current teacher shortages in NSW schools,
- (g)** impacts related to COVID-19, including the impact of government responses such as remote teaching and safety restrictions
- (h)** the impact of workplace mandates,
- (o)** the approval to teach process in New South Wales (specifically NESAs)
- (p)** the impact of casualisation, temporary contracts and job insecurity
- (q)** the measurement of staff turnover particularly in regard to temporary staff
- (r)** any other related matter

1. I am willing to be called as a witness to this Inquiry. My paper trail documenting the events that led to the stand down, dismissal and psychological damage of hundreds (or is it thousands, DOE Executive still will not be forthcoming on this number?) of NSW Teachers for a period of almost 10 months is vast and telling and no doubt will be corroborated by other teaching professionals making such submissions. I have for the perusal of this Committee, if requested, 19 pivotal emails posed to Ms Cachia and subsequently denied answers to, during her tenure as Chief People Officer. Some of those emails are now nearly 300 days old.
2. I hold a Bachelor of Education in Home Economics/Design and Technology from the University of Newcastle. There were only two graduate years ever awarded this degree and in 1993 I was selected in a targeted graduate program to fulfil vacancies within regional NSW.
3. In 1994 I began my first teaching appointment as a casual supply in the Riverina District of NSW. My degree's versatility and subject matter knowledge allowed me to teach between the Key Learning Areas (KLA's) of Design and Technology, Science and PDHPE.
4. In 1998, family considerations meant a move to the Mudgee Region. I resumed casual teaching here in 1999 in both High School and Primary School settings. As a classroom teacher, my skill base was such that I was also offered Student Welfare Teacher positions within High School and Primary School settings throughout the district, for a period of roughly 7 years, as the need arose. My expertise also led to specialising in the delivery of the Primary Science KLA, on a temporary or casual basis within the Small Schools Network of the Mudgee region. These district schools had multi-staged classrooms, often K-6 in the

one room. To say I was a valuable, versatile and dedicated teacher is an understatement.

5. Any attempts by the NSW Department of Education to discredit me (or henceforth place me punitively on charges of misconduct for either speaking out to MPs past or present, or this Inquiry, or for advising or assisting colleagues subsequently over the last 10 months of stand downs in our profession) would be diligently and categorically refuted by my former colleagues. I add this point to substantiate point 59 below, at the time of writing.
6. I had two teaching numbers within the system that identified me as either a casual or temporary employee. It was this issue that led to the identification of myself on what we, stood down, now colloquially refer to as “Latham's List of 9000” in the Inquiry that subsequently led to Yvette Cachia and David Withey “leaving” the DOE shortly thereafter. I and many of my colleagues, have eagerly awaited the calling of submissions for this Inquiry.
7. The systematic destruction of my wellbeing and career (and that of hundreds of my colleagues) after 27 years of service, due to mandates and the misfeasance, malfeasance and Non Feasance of the NSW Department of Education Executives, under the guidance of Georgina Harrisson, Secretary and Yvette Cachia, previous Chief People Officer (CPO), is a travesty the NSW Public should be made aware of, via the convening of this Inquiry.
8. I remind this Inquiry that Nsw Teachers stood down due to refusing coercive medical conscription in order to keep our jobs were fully aware of Section 51(xxiiiA) of the Commonwealth of Australia Constitution Act and as such, coercion of this nature may carry criminal penalties. They were also aware of the Privacy Acts in relation to the uploading of their private medical information. This is the other reason many of us were stood down, for “failing” to place this information on a VACS Attest platform. Many of us were fully aware the DOE portal had been taken off line several times due to cyberhacking attempts. All this was made known to Executive, via countless emails, to no avail.
9. It later became apparent after stand downs, some Nsw Teachers received formal emails stating that indeed, their private personal information had been taken in one such successful cyber hack attempt. I have evidence of at least two hacks and a suspicious attempt to gain access to my portal, that required Ed Connect to rectify.
10. Like many teachers, I had presented my GP with a list of questions in order to gain valid consent to the proposed offer of vaccination – they could answer only 5 of the 19 posed and these did not answer anything in relation to potential harm or ingredients found in the experimental mRNA gene therapy medical procedure. The DOE had carried out no risk assessments for the procedures and refused to engage in answering our valid queries of such. I believe one has been released just recently in line with our touted return to work date of August 1st? Ironically, you can't take students out of the school gate in Nsw, without preparing a risk assessment first. DOE had the tools for this at their disposal, they failed to utilise it for their staff.
11. We soon discovered Sonic Health Plus, contracted by The Department for a period of 10 years until 2024, had been contacting the G.Ps of teachers who had furnished contraindication forms or letters, without patient permission, to ascertain further information about conditions or outright denying GP professional advisement for exemptions. As a welfare teacher I was well aware of the consent processes required for such an exchange of information, these had not been followed. It soon came to light that AHPRA had issued stern letters to all doctors in NSW, threatening them with possible de-registration if they did not comply with government policy on this. Tanya Davies MP, was instrumental in bringing this

to public awareness at the time.

12. I approached C.P.O Ms.Cachia via email and carbon copied the Legal Department of Nsw DOE into that correspondence with a list of 6 pertinent questions regarding these breaches. I was informed Legal Branch “would not be answering my questions”. I was directed to complete a Privacy Internal Review Application Form.
13. Question 16 of this form was not only the most salient, but the deciding factor in determining it would be “pushing shit uphill” to coin a colloquial phrase, to fill it in. Q16 asked: What would you like to see the Department do about the conduct? (for example:an apology, a change in policies or practices, your expenses paid. Training for staff etc)
The emails exchanged with Legal Services regarding this, between 19th - 24th November , 2021, further proved the colloquial phrase of point 13. An admission of sorts, but clearly wrapped up in red tape: “ *Thank you for your email of 19th November 2021 relating to the way the NSW Department of Education has allegedly used/disclosed the personal/health information of staff. I am sorry for any distress the process followed by the Nsw Department of Education in response to the Covid-19 pandemic has caused you. Regards Legal Services*” in smallish font, then a copy and paste “request an internal review” in yet another font. The date stamp of this email once again curiously suggested it was handled by an overseas company – Sun 21 Nov 2021 21.51.30 +0000 Good Morning Kelly...
14. During the mandated period, many NSW Teachers dismissed for not agreeing to be medically conscripted or those that challenged the safety of the platform of the VACS Attest site the NSW Department of Education (DOE) directed us to upload our private, medical information to (many, like me, refusing on the basis of previous cyberattacks), formed support groups in order to determine how we could best bring our plight to light. Furthermore, we wished to challenge continued narratives that made no logical sense then, or especially now, as further TGA , VAERS and Yellow Card data regarding adverse reactions and deaths attributed to the mandated medical procedures, came to light.
15. On 9th September 2021, Human Rights Advocates and Advocate Me, wrote to Sarah Mitchell, Minister for Education and Early Childhood Learning about the volume of complaints they had received from Teachers for exercising their rights to informed consent regarding mandates. This 8 paged document was sent to Georgina Harrison as well as the NSW Teachers Federation, along with 32 other individuals or organisations involved with mandates for education. It was comprehensive and thorough as one would expect from an Advocacy and Legal Partnership.
16. It was evident our CPO was claiming there was a PHO in place justifying vaccination in order to retain employment. Many of us wrote asking her to provide such a document, it was never forthcoming, **until the 24/09/21**
17. Many appealed to then Premier Berejiklian who referred the email she received to Education Minister, Sarah Mitchell who then referred it to “The Covid 19 Taskforce” to “answer” our concerns- “No Jab, No Job” 27/9/21, was the answer. It wasn't until months later a name could be put to that Covid 19 Task Force in at least one responsive email– Simone Walker
18. Despite the clear parameters of the risks for health outcomes based on TGA and International advisement, put to the DOE by HRA and Advocate Me, it was summarily ignored and by November 8th, we were stood down. If this Inquiry has not seen the said document, please contact me for the provision.

19. It was within our support groups we eventually found the courage and tenacity to speak out to MLC's and provide them with evidentiary items that highlighted the punitive measures Georgina Harrison, Yvette Cachia, Daryl Currie (PES), Rob Easton (PES), Ben Hallam (PES) Simone Walker (Covid Team) Sarah Hargans (General Counsel) and by association, NESA executive such as Halla Doris and David Cranmer, engaged in. In fairness to Ms Doris and Mr Cranmer, they may not have been aware of DOE's actions until such a time as my first email to them pointed it out. After that, they cannot say they were not privy. Note there were numerous PES investigators employed. Many were contracted from overseas (we were to learn from an Inquiry), to be given access to Staff records, again without our consent, for the purposes of a Professional Ethical Standards Investigation into Misconduct. Public Purse Money used , Overseas Investigators hired (date stamps gave it away on emails) to besmirch, degrade and ruin the livelihoods and mental health of NSW Teachers, as it came to pass. 30 Investigators x \$115K p/a was an indicator in a Hansard Transcript of the likely remuneration for such a vile enterprise.
20. I doubt back then DOE realised what a fundamental, crucial mistake they made in endeavouring to cower us. One by one PES investigators dropped like flies. It is with pride I say, some of my colleagues went through at least three or four of them and some of us kept a list of who they were and how long they stayed, to see if indeed, the count was 30. The O/S Investigators came from all manner of backgrounds, we searched them up on LinkedIn! One by one DOE Exec took leave, kept each other's seat warm and lamely used the phrase "I'll take that on notice" under oath, whilst perjuring themselves, in Parliamentary Inquiries.
21. We watched these enquiries live time. Some like me, even emailed Executive like Harrison and Cachia as they were telling mis -truths, in real time, appealing to them to tell the truth. Many of us made the concerted decision to begin emailing Executive to ascertain answers to questions they continually failed to answer in these Inquiries. We then resorted to emailing members of The Education Portfolio Committee with evidence of their mistruths. Finally each time DOE Executive failed to provide us with legitimate answers to reasonable requests for policy, Acts, Legislation, responses, we automatically carbon copied the DOE Legal Team and MP's into these.
22. I now give permission for Mr Latham to use any correspondence I have provided him or his committee during 2021 and 2022 for the purposes of this Inquiry. I will make available on request, the entirety of my paper trail for such purposes. Also, as one can appreciate, it is far too large to upload.
23. Threatened, initial punitive measures were sent in an email prior to October 5th, 2021 to Principals, outlining how they were to deal with "Non compliant staff". These included a section for Permanent, Temps and Casuals. It included the phrase "*From 5th October all staff are directed to access the VACS, self declare their vaccination status and acknowledge the legal requirement to provide true and accurate information on vaccination status*"...wait a minute WHAT legal requirement??? No contract I ever signed said I had to conform to medical conscription to keep my employ! We kept questioning, challenging, to no avail have we ever been shown such a document espousing "Legal Requirement" AS NONE EXISTS at a Federal Level.
24. 12th, 13th, 19th, 20th and 26th October , 2021 were dates of compliance. Failure to comply meant a Permanent or Contracted Temporary Teacher positioned until end of Term 4 could experience the following - a)Employee could not attend worksite from Nov 8th. b)Employee would be reported to NSW Police if they attempt to enter the school premises in breach of the PHO. c).Permitted to apply for 2 weeks of "leave" annual, LSL or LWOP – no special

leave available. d).VACS would be checked during this leave and if you did not comply an investigation would be launched from 17th November. If leave had not been applied for by 8th November, the employee would be placed on unauthorised absence.

25. In addition if you were Temporary and your contract expired prior to Term 4, your contract was to be terminated and your approval to teach casually, withdrawn, on 4 weeks notice
26. If you were casual, your casual approval was to be withdrawn and your name would be temporarily placed on the NTBE List (Not To Be Employed) pending either compliance or a PES Investigation.
27. The NTBE List as staff such as me know after 27 Years of service, is reserved for paedophiles, thieves, malcontents and dissidents. I am neither. Colloquially speaking, the NTBE list is considered shitstain@reputation. Back in my Uni days, there was a Teaching Journal printed that listed those that made the grade and whom Principals should avoid at all costs, employing.
28. shitstain@reputation is now a phrase within the circle of NSW Teachers Stood Down that we have railed valiantly against. That stain, if anything, now belongs to each executive who sanctioned the above actions against us. We trained and served and incurred thousands of dollars of debt to do so and give our best to NSW Education and the students we so desperately missed, we knew they were suffering. We have been treated no better than common criminals. Trouble is, with proverbial time on our hands – we did our research.
29. DOE Executive even supplied Principals with a script to use should we have turned up to site and I quote “ *I have been informed that you have not provided the Department with vaccination evidence in accordance with the Public Health Orders and you cannot legally remain on site. Please leave now. I will contact the Safety and Security Incident Report Team to make an incident report*”. They were to then ring 1300 363 778 and notify their Director Educational Leadership (DEL) and then notify PES if we still refused to leave. I have in my possession the document outlining points 24, 25, 26 and 29.
30. When one looks up how much money is wasted by the DOE in outsourced contracts, unfulfilled building and asset plans, it's evident thousands of NSW Teachers who resource Nsw schools from their own pockets, had items they'd paid for (and we have been resourcing schools for years from our own pockets) stuck for months in classrooms they'd be arrested for, if attempts to retrieve them, happened. We had school keys, laptops, books and such languishing in our possession for months. My items were not exchanged until Term 1, 2022, like a common criminal, on the footpath outside of my school, for fear of arrest. It was suggested by my Principal I might send and retrieve said items at the home of one of our Learning Support Officers “if it was easier”.
31. My work colleague had the difficult task of facing me and seeing the human cost of such ludicrous policy, the day I returned school items and retrieved my own left behind. Conveniently my Principal left this work colleague to complete this confronting task. I also was confronted with my students running to the fence, asking me when I was coming back and how much they missed me and would I be coming back soon? Words will never be adequate enough to describe that heartache and the sheer willpower it took not to break down in front of them and let them see me for once as just human. We were forced to just up and leave them, no reason, no discussions, no reassurances, a cone of absolute silence. I also saw my replacement for the first time, unfamiliar to me in a small town, who no doubt still occupies the position I am no longer allowed to return to. I daresay many of my colleagues

still, to this day, have not retrieved their items.

32. Imagine the dismay and shock NSW Teachers stood down experienced months after the fact, when they realised Georgina Harrison, Secretary, without consultation with Teachers nor Unions, made of her own accord, a Determination under The Teaching Services Act on OCTOBER 18th, 2021, that it was now a condition of employment to have two doses of a covid 19 “vaccine” and this must be evidenced from your Australian Immunisation Register, if you wish to remain employed. Funnily many had been writing and asking for copies of our current contracts because we were either locked out of schools or portals to see what our conditions for stand down or termination actually were. The NSW Teachers Federation had nothing to say about it or any point previously. Stony, stony silence. Despite the DOE suggesting in emails we seek such support.
33. I urge this Inquiry to ask pertinent questions regarding Direction 1 signed by Ms. Harrison on October 18th, 2021 as it clearly stated she didn't need to review it before Friday, July 1st, 2022. What did Ms. Harrison, Cachia, Walker and Hargans know, that NSW Teachers did not, by October 18th, 2021? Whose crystal ball were they using to assume PHO's were going to last all the way to July 1st, 2022?
34. On the 5/11/21 I urged Ms Cachia in an email to clarify the Directions she sought to impose on me, review them and follow the correct procedures outlined, namely consulting with me, personally, before issuing such directives, as policy dictated. To this day it, along with 18 other vital emails directed to Ms. Cachia, that could have helped formulate consent to Directives if answered, remain unanswered, even by Sarah Hargans, Legal Counsel, who attempted (and failed to respond adequately) after Ms. Cachia's “Return to the Private Sector”. It seems she could advise me I was not on the NTBE list after my WWCC ran out – now, was that with my Temp or Casual number? The number appearing on the Vacs Attest Tile when I click, is indeed my Temp number...
35. Ms. Hargans also struggled to determine whether I was deemed an employee of the NSW DOE, after Mr Latham discovered I was a teacher on the list of 9000 via the last enquiry. Therefore, why need furnish a WWCC if I was no longer an employee and had received the email 8,999 others did, saying I could not be back on site unless I complied and attested to a vaccination directive? Ross Hawkey tried, in an email dated 25/3/22 to have someone take responsibility for answering these questions. No one did.
36. Sadly, not even furnishing a copy of such efforts to Mr Latham on 25/3/22 got the Department to answer any quicker.
37. In relation to the above, Ms. Halla Doris and David Cranmer, from NESAs, failed to provide evidence they liaised with Ms Hargans to determine my employee status, delaying the window of opportunity to provide a current WWCC (it expired 24th April 2022) if indeed I was an employee – despite correspondence with them in a sufficient time frame prior to 24th April. Ms. Hargans couldn't even get that date right.
38. By this time I knew I was “on the list of 9000” Ms. Hargans waited to respond after the 24th of April to state she could confirm I was not on the NTBE and subsequently, due to time frame, my accreditation was then suspended by NESAs, until such a time as I supplied one.
39. The gaslighting that ensued, blaming me “for not furnishing the WWCC” knowing full well it was “part of my employment conditions” ...citing section 24A and 25A of the Teacher

Accreditation Act 2004 in an email dated 27th April, 2022. Apparently, a Ms Lyn Kirby, who had never corresponded with me or entered in to a discussion about my individual case, suspended me. She never sent that letter. She never ever conversed with me on an individual basis as policy could dictate. Mr. Cranmer sent the letter on her behalf.

40. This is to be reviewed every 3 months being an interim decision. I must inform Ms Hala Doris of any development that may affect my suspension. Perhaps if I'm called as a witness to provide my evidence regarding my attempts to reason with NESAs, this might be a considerable development? Apparently my suspension will be lifted once I provide a current WWCC clearance. Before I do this, I'd be very grateful if this Committee can get to the bottom of our governing bodies' incompetence. I want to know why it took Mr. Hawkey and Ms. Hargans so long to determine if I was still an employee with DOE and why Mr Cranmer never provided the evidence he had liaised with Ms Hargans or Ms Kirby, Ms Kirby being The Executive Director, School and Teaching Standards, at NESAs?
41. NESAs will not place me on a public register whilst I do not have approval to teach. I expressly forbade them to, citing valid reasons. I know many of my colleagues have written to them, expressly stating they do not wish to be on a public register, for personal safety and cybersecurity reasons. NESAs have stuck their proverbial finger up at good sense. As I pointed out in my letter to NESAs regarding this – not even paedophiles are on a public register, so why should teachers be and for what reasonable or valid purpose? To get further SPAM mail at my work email because any person could then look me up on it? NO means NO.
42. NESAs inform DOE, DOE inform NESAs regarding all things to do with BEING a teacher, so cannot ever concur they are “separate entities” despite them having different ABN numbers! A vast list of Educational Head Honchos, including Ms Harrison, sit on NESAs's board. No need for a public register for a Principal to know whether I am approved to teach or not -its on our SAP portal, for our School Administration Manager (SAM) to access.
43. Effectively, this creates a situation where I now must furnish a WWCC clearance and then be approved by NESAs again to recommence employment....after 27 years...not to return to my previous role but to somehow “pretend” this never happened and be “grateful” I'm allowed at all to return as a casual teacher.
44. The emails documenting NESAs's desire to maintain they are a separate entity to the DOE is nothing short of ludicrous. NESAs is our governing and accrediting body that informs the DOE if we are “fit for purpose”. Could this Inquiry also ascertain what NESAs actually DOES with the \$100 a year in accreditation fees they take from us, only to try and delude us they are not affiliated, even though they share the common .nsw.edu.au email ?
45. I'd like this Inquiry to also explore the connection of our former Chief People Officer to the medical company Healius. Likewise, former executives from Healius who have connections to companies such as Medmate, Arrotex and Pantonic who may have supplied RATs to the Albury Region Trial. Circumstantial as it may be, when one looks at how many former Healius executives have ties to Pathology services and medical companies like the above, one can't help but wonder also how many DOE Exec may also have shares in such companies? BlackRock and Vanguard “own” much of The Nsw Public Services Leave Monies...which by the way, interestingly, much of the Leave we were told we could apply for and did, was denied to many. My own paperwork demonstrates this!
46. I have a statement I prepared for Barrister Raymond Broomhall , as did a number of NSW

and Victorian Teachers, now sitting with a Sydney solicitor's office since November 9th, 2021. The Firm's Advisement covered issues at the time such as difficulties faced in consenting to a provisionally approved medical procedure, the TGA's database then of over 70,000 adverse reactions including 620 deaths as an outcome of receiving one or more doses of such. Likewise criminal liability for crimes against humanity and the potential prosecution for such crimes.

47. Our statements also provide a snapshot in time of how and to what extent, emotional and psychological harm was perpetrated upon us in the ruthless pursuit the DOE exercised in maintaining their Directives to apply allegations of Misconduct and force performance, upon us. Please advise if you would like a copy of that statement furnished. Many of us have sought counselling as a result of the duress, threats and coercion consistently applied to us. Say NO to Bullying. No. Go. Tell. Tell the Parliamentary Inquiry how many Nsw Teachers were forced to sell their homes, live on someone's couch, eat meals at friends' houses because they had to choose between rent instead of grocery bills, vomited in toilet bowls for weeks on end from sheer anxiety. This happened, to a teacher near you, from August 2021. But why not a teacher huh? The general public never questioned where we were. The DOE made sure even our colleagues didn't.
48. One of the most distressing incidents for me during these 10 months (there were many), was being a support person for a colleague under PES Investigation Interview and reviewing the footage of another colleague's PES Interview. I am privileged to have witnessed the grace and dignity these two NSW Teachers conducted themselves under such despicable circumstances.
49. The psychological distress Mr Daryl Currie, head PES Investigator, placed these long serving and dedicated teachers under, supported or witnessed, depending how you view it, by two senior fellow investigators, Rob Easton and Ben Hallam, was deplorable. Georgina Harrison and Yvette Cachia sanctioned this process, Sarah Mitchell supported it and every Executive sitting in every Office or Principal's chair of the NSW DOE, is complicit in it. The "Welcome Back" letters received this week by those formally under investigation and now "invited" to return because The DOE "messed up", are yet another disgusting rendition of malfeasance.
50. Please ensure you can gain a copy of such to ascertain for yourself the morally bereft entities actually in charge of determining "misconduct" and the future direction of Nsw Public Education. It brings new meaning to the phrase "Re Education Camp", using words such as "untenable" "remedial warning" "I direct you to" "Any further breaches of" and alluding to the fact this [shitstain@reputation](#) will be swept under the carpet, relegated to a "secret PES file" your Principal cannot access.
51. Releasing the transcripts of the PES Interviews to Committee Members, would indeed highlight the single, most disgraceful tenets of what and how The NSW Department of Education believes "Wellbeing" looks like, as will the letters above, seemingly tailor made to individuals in their wordings. Furthermore, it is becoming apparent it is and continues to be, a revolving door of punitive processes and measures reserved for those of us willing to speak out against the DOE's questionable conduct and for the "misconduct" of scrutinising how likely this "jab" would do irreversible harm, should it be taken, in order to keep our job.
52. Several permanent staff stood down under PES also disturbingly began reporting that whilst stood down, they began receiving debt notices from the DOE, for overpaid wages, despite the Department forcing them to be stood down and take leave of some sort whilst

investigation pended. Some recounted this during support group zoom meetings. I personally know of one NSW School Counsellor colleague this happened to. It caused further duress and added yet another unspoken layer of indignity to an already farcical charge of misconduct.

53. As I write this, in relation to wages, teachers who were Temporary or Casual like myself and stood down due to mandates, have had no access to sick or long service leave pay once our contracts finished. My last pay (not including a sum of \$4) was for the week ending January 27th, 2022. I still however, have continued to receive “payslips” showing \$0.00. Due to the fact I have some savings which I have been forced to live off since then, I am not eligible for Centrelink payments. I have over 50 sick day and 35 Long Service Leave day payments and Special Leave I could have accessed but was refused. I have a copy of one of my leave requests and several emails between my DEL, which clearly indicates the Covid Legal Team denied her permission to award me legitimate sick leave.
54. To add insult to injury, even if I were able to access welfare payments, I would need to be receiving them for 26 weeks straight in order to be able to access a maximum of \$10, 000 of my Superannuation in hardship payments. I have had to go back to interest only payments on my mortgage, severely limit my grocery budget and delay utility payments or ask for extensions on these payments. Each time I do this, I think about the many Australians who are worse off than me and have been for decades, its why I keep fighting this injustice for them, as much as for us. What you do to one of us you do to all of us. What we can do for one of you, benefits all. I'm no stranger to adversity. Its why I became a teacher.
55. Should misconduct ever be levelled against me and such a corrupted charge “proven” The NSW Department of Education is not obliged to pay me my Long Service Leave Entitlements. To date no NSW Teacher can ever be “paid out” any sick leave unused, owing to them. So many of us in the past have “soldiered on” tirelessly, dragging ourselves in to work because no casuals were available to relieve us, a standard story for at least 2 of the 3 Decades of my Teaching Service. Our dedication has actually masked the true extent of teacher shortages in Nsw. And what of those permanents, stood down, now going back to no sick leave because they were forced for 10 months to use it, then Leave Without Pay when it ran out and no ability to get another job in that time in any other industry as it is against Departmental Rules that requires one to write for special permission to do so?
56. In the 10 months we have been stood down, I have pondered that our colleagues, some now 4th jabbed, have contracted covid, many more than once. I do not believe they are “returning us” to “fix” the shortage August 1st, 2022 as they have alluded to. The DOE, as a Corporation, is no doubt supplying statistics to other “governing bodies”. A very important set of data is missing from a National Clinical Trial: What Happens When You Send Unvaccinated Workers Into Confined Spaces Shared With Vaccinated Workers??
57. A 10 month separation time from an arbitrary Determination No. 1 of 2021, retrospectively signed October 18th before confirmation of a PHO was ever signed, stating no NSW Teacher gets back on site unless double dosed and confirmed from their Australian Immunisation Register, implemented November 8th and review will take place before the last day of Term 2, 2022. Where did the data from the Albury trial go? What did it prove? I believe the Albury Trial proved vaccination did not prevent covid amongst the vaccinated and it supplied some fine data on the use of RATs as a possible mitigating safety procedure. By the time it started, no unvaccinated or unattested staff were on premises. But they and many of our colleagues continued to have to put swivel sticks containing a carcinogen Ethylene Oxide into their nasal cavity, several times a week. As did our students.

58. I draw to the attention of this Inquiry Sonic Health has a Lab in Australia that does clinical trials for Corporations and Business entities. No surprise it was Sonic Health Plus collecting our data. It is a Registered Service Provider, assists International Clients to register with the Australian R&D tax offset (up to 45%) for eligible expenditure on registered R&D such as kit only studies, biomarker development, diagnostics to market support, genomic studies. Please ask DOE Exec if the Vacs Attest Tile and the data it holds, is linked to Sonic Health's Clinical Trial database -Artemis. Is the Department of Education receiving any monies or incentives for participating or supplying data to Sonic Health or any of it's affiliates? I refer this committee to www.sonicclinicaltrials.com.au
59. I have worked closely with another colleague known to a previous Parliamentary Inquiry. That colleague has worked tirelessly to bring to light the travesties and inconsistencies of Departmental Policies in relation to mandates, our leave entitlements, strategies for dealing with Investigations, correct procedure for exemptions and developing awareness via The Yammer Platform at DOE, of our plight. He has been banned several times on Yammer for speaking out. One of the posts I collaborated respectfully with him on, mentioning the upcoming inquiry and previous Hansard Transcripts available to prove our commentary, was removed this week after less than 24 hours posting.
60. Prior to it's removal, and by this stage seen by about 200 plus colleagues on a Sunday, it was removed before too many people logged in early Monday. Make of it what you will. If however, a spate of "new" misconduct charges begin appearing against certain individuals, prior to witnesses being called to this Inquiry, I guess the Committee will know EXACTLY who to call upon as witness.
61. DOE Executive may attempt to dismiss the evidence of one, or ten or twenty of us...but the collective paper trails we hold, the courage we have demonstrated in "Holding The Line" and the way history will, through Hansard Transcripts, highlight one of, if not ,THE darkest period in the Public Education arena of this country - could only be achieved also, via the brave actions of those who have served this Committee in hearing us, believing us and doing their very best to support Nsw Teachers in their darkest year. Thank you for acting for the people of NSW diligently.
62. Every unattested or unvaccinated NSW Teacher stood down from November 8th 2021 to the date finally we are "allowed" back to Nsw classrooms, should be compensated in full financially for lost wages, superannuation, forced leave taken, pain and suffering endured and the destruction of our professional accord when it is proven the DOE wilfully obstructed this Committee's good grace and failed in their duty of care to us by forcing performance to medical conscription in order for us to maintain employment.
63. For our vaccinated colleagues, yet to understand we suffered so they never have to be forced again to procedures against their wills, hardly know of our plight because the DOE systematically made sure a cone of silence descended across every school in NSW. Some may say, like a good friend of mine, all I did was deprive Nsw Children of a dedicated teacher by making a choice not to be vaccinated. I say to you, my friend, it's lonely at the top of your game. There are no winners. The only consolation is my bodily autonomy is intact. Meanwhile, my faith in collegiality lies in tatters and Professions such as Health, Education, Law and Order, lay in ruins as a result of medical conscription across the country and indeed, the World.

64. How will teachers such as myself ever return to work for such a morally bereft organisation? More than likely we wont. I suggest the Department comes up with a better anonymous survey to reflect for why thousands “left” the NSW Teaching Service, between 2021 and 2022, never to return.
65. For every time during Committee Hearings November 2021 to the conclusion of this current Inquiry, an Executive Member of the DOE was questioned and elected to say “I'll take that on Notice” : each NSW teacher stood down at November 8th, 2021, should be awarded their years of service times the number of questions taken on notice, in dollars, that can then be directed to a charity of their choosing. It should be accompanied by a written individual apology to all NSW Teachers for the harm they wrought upon us and for bringing our profession into disrepute as they bequeath our request to that charity. The receipts should be published also as proof ...let's call it the NSW Department of Education's Wellbeing Challenge Fund. Someone should benefit from our misery and it shouldn't be The DOE.