

Submission
No 217

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

Name: Name suppressed

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Partially
Confidential

I am a mother to two school aged children, and wife of a teacher.

I have heard stories, from my children and my husband about what happens when there aren't enough teachers to go around. The students miss out on opportunities to learn, and to participate in a wide variety of different experiences. The teachers are stretched, and expected to do more, and go home tired but unsatisfied because they have spent much/all of their day doing "crowd control". They haven't had the opportunity to do their job well, and feel a sense of achievement.

The major issue that I would like to bring before the committee is the issue of how teachers are paid, and their career progression.

In NSW public schools, once a teacher has taught for 10 years or so (depending on their initial qualifications, and other factors), they reach the top of the pay scale. As such, their income doesn't increase, unless they want to apply for a role such as deputy principal. But for teachers who want to stay in the classroom, once they achieve this level of experience, the cost of living is going up, and their wages are not. My husband, and many other experienced teachers that I know, question how long they can continue to work for the same wages, because they feel like they are going backwards.

How can the public school system in NSW expect to keep these experienced teachers?

As a minimum, there should be pay increases in line with inflation. But there should also be incentives for experienced teachers to continue to teach, to mentor/support junior colleagues, to supervise students on placement.