



THE AEU-ACT COMMUNITY CAMPAIGN

FACT SHEET: RECRUITMENT AND RETENTION OF STAFF

ONE OF THE KEY FACTORS IN SUSTAINING AND GROWING AN EFFECTIVE PUBLIC EDUCATION SYSTEM IS PROVIDING FAIR SALARIES AND WORKING CONDITIONS TO ATTRACT AND RETAIN HIGH QUALITY TEACHERS AND SUPPORT STAFF.

IN LATE 2008, AEU MEMBERS IN SCHOOLS WERE SURVEYED ABOUT THEIR WORKING CONDITIONS. THE SINGLE GREATEST PRIORITY FOR THEM WAS THE NEED TO INCREASE SALARY LEVELS. THE REASONS GIVEN FOR LISTING SALARY LEVELS AS THE NUMBER ONE PRIORITY WERE, "MY SALARY IS:

- NOT COMMENSURATE WITH MY PROFESSIONAL RESPONSIBILITIES
- NOT COMPARABLE WITH PUBLIC SECTOR RELATIVITIES
- NOT COMMENSURATE WITH THE EXCESSIVE WORKLOAD
- NOT COMPARABLE WITH INTERSTATE TEACHING SALARY LEVELS
- NOT COMMENSURATE WITH MY LEVEL OF QUALIFICATIONS
- NOT COMPARABLE WITH OTHER PROFESSIONS".

IN 2009, THE ACT GOVERNMENT FAILED TO BUDGET FOR THE REQUIRED SALARY INCREASES TO ADDRESS THESE SALARY ISSUES IN ACT PUBLIC SCHOOLS.

OTHER ASPECTS OF STAFF WORKING CONDITIONS THAT NEED TO BE ADDRESSED ARE:

- THE PROVISION AND ACCESSIBILITY OF REGULAR, HIGH QUALITY PROFESSIONAL DEVELOPMENT (PD)
- LACK OF HIGH QUALITY CASUAL RELIEF TEACHERS TO RELEASE TEACHERS TO ATTEND PD
- EXCESSIVE WORKLOAD PREVENTING STAFF FROM ATTENDING PD DURING SCHOOL HOURS
- ATTENDING PD OUTSIDE OF SCHOOL HOURS IMPINGES ON WORK-LIFE BALANCE
- LACK OF TIME AVAILABLE OUTSIDE TEACHING TIME TO PLAN AND IMPLEMENT INNOVATIVE PROGRAMS
- LACK OF RESOURCES TO PROPERLY IMPLEMENT SYSTEM-WIDE INITIATIVES.

KEY ACTIONS THAT ARE NEEDED:

- DEVELOPMENT OF A FULLY-FUNDED NEW SALARY STRUCTURE WHICH RECOGNISES AND REWARDS TEACHING EXPERTISE AND ENCOURAGES EXCELLENT TEACHERS TO REMAIN IN THE CLASSROOM.
- PROVISION IN THE ACT BUDGET FOR THE REQUIRED SALARY INCREASES FOR ALL PERMANENT AND CASUAL TEACHERS AND SUPPORT STAFF TO ENSURE THEY ARE COMPETITIVE WITH SALARIES INTERSTATE AND WITH THE ACT INDEPENDENT SCHOOLS SECTOR. FOR EXAMPLE, THERE IS A GROSS DISCREPANCY BETWEEN SCHOOL LEADER B (DEPUTY PRINCIPAL) SALARIES IN THE ACT AND NSW. ADDITIONAL FUNDS OF \$1,215,000 (PLUS ON-COSTS) ARE REQUIRED TO RECTIFY THIS SITUATION, WITHOUT WHICH THE ABILITY TO RECRUIT AND RETAIN SLBS WILL BE SEVERELY JEOPARDISED.

AEU-ACT Community Campaign

AEU Office: ph. 6272 7900 fax: 6273 1828 email: priority1@aeuact.asn.au web: www.aeuact.asn.au

- **ADDRESS ANY OTHER BARRIERS THAT PREVENT HIGH QUALITY TEACHERS FROM APPLYING TO TEACH IN THE ACT DEPARTMENT OF EDUCATION (EITHER CASUALLY, ON CONTRACT OR PERMANENTLY).**
- **INCREASE THE TEACHER PROFESSIONAL LEARNING FUND TO \$3 MILLION (UP FROM \$1.25 MILLION) PER ANNUM AND ENSURE IT IS INDEXED EVERY YEAR BY CPI INCREASES.**
- **INCREASE THE PRINCIPAL PROFESSIONAL LEARNING FUND TO 1.5% (UP FROM 1%) OF TOTAL ANNUAL PRINCIPAL SALARY COSTS.**
- **ESTABLISH A SUPPORT STAFF PROFESSIONAL LEARNING FUND AND INDEX IT BY CPI EACH YEAR.**
- **EMPLOY AN ADDITIONAL 8 SCHOOL LEADER CS AND AN ADDITIONAL 3 ADMINISTRATIVE STAFF FOR THE TEACHING AND LEARNING DIRECTORATE TO PLAN AND IMPLEMENT HIGH QUALITY PROFESSIONAL DEVELOPMENT ON MEETING THE NEEDS OF ALL STUDENTS THROUGH QUALITY TEACHING, CURRICULUM AND ICT.**
- **INCREASE THE PROFESSIONAL SUPPORT STAFF LEVELS IN THE PRESCHOOL SECTOR TO MORE EFFECTIVELY IMPLEMENT EARLY INTERVENTION SERVICES AND REDUCE THE WORKLOAD OF THOSE WORKING ACROSS ALL PRESCHOOLS:**
 - **4.5 FULL-TIME COUNSELLORS FOR THE PRESCHOOL SECTOR (CURRENTLY NO COUNSELLORS AND 0.5 PSYCHOLOGIST)**
 - **3 FULL-TIME EARLY INTERVENTION SUPPORT TEACHERS (CURRENTLY 2)**
 - **3 FULL-TIME ESL TEACHERS (CURRENTLY 2)**
 - **3 FULL-TIME BEHAVIOUR MANAGEMENT SUPPORT TEACHERS (CURRENTLY 1)**
 - **1 FULL-TIME SOCIAL WORKER TO SUPPORT FAMILIES AND PROVIDE LINKS TO GOVERNMENT AND COMMUNITY SUPPORT SERVICES (CURRENTLY 0).**
- **DET TO CONDUCT AND AUDIT OF ALL SCHOOL FACILITIES, INCLUDING SPECIAL SCHOOLS AND SETTINGS, TO ENSURE FACILITIES ARE SUPPORTING THE NEEDS OF EVERY STUDENT, PARTICULARLY THOSE WITH A SPECIAL NEEDS. WHERE A GAP EXISTS, IMPROVEMENTS BE MADE TO FACILITIES TO MEET STANDARDS.**