



Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION TAKEN ON NOTICE
19 October 2021

Asked by MR DAVIS on 19 October 2021: MS HAIRE took on notice the following question(s):

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In relation to:

Teacher shortage task force task: funding; who will be making up the task force; the task force priorities; how much the relief teaching workforce will factor into the work being done by this taskforce; what innovative solutions the government might be prepared to look at for teachers seeking more work; how many staff have been recruited into full-time ongoing positions from the casual or part-time workforce?

MINISTER BERRY The answer to the Member's question is as follows: –

From 2 September 2021, the joint ACT Education Directorate (Directorate) and Australian Education Union ACT Branch (AEU) Teacher Shortage Taskforce (Taskforce) for ACT public schools has been meeting fortnightly to consider a range of issues relating to the teacher shortage, including:

- attraction and retention processes for the teaching workforce,
- teacher and school leader recruitment processes,
- covering staff absences,
- how existing workforce is utilised and ensure equity across the system, and
- continuity of education (including the practice of splitting classes).

The Taskforce membership comprises:

- ACT Education Directorate Director-General (Chair)
- Deputy Director-General (Deputy Chair)
- Executive Group Manager, Business Services
- Executive Branch Manager, People and Performance
- Director School Improvement, Belconnen Network
- Senior Director, People Strategy
- Australian Education Union Secretary, ACT Branch
- Senior Industrial Officer, ACT Branch
- President, ACT Branch
- Organiser, North
- Organiser, South

It has been agreed that the Taskforce will be in place until the end of Term 1, 2022 with an intent to provide a report to the ACT Government on the progress made as well as recommendations on medium to long-term strategies for the teaching workforce.

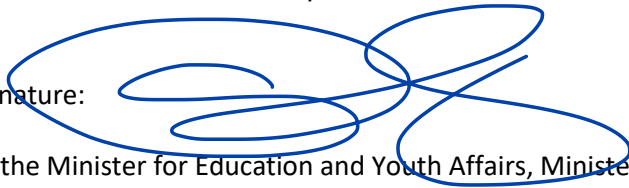
The Directorate is committed to promoting permanent (ongoing) employment and job security for all staff, including classroom teachers, through the implementation of the *ACTPS Secure Workforce Conversion Policy* (Conversion Policy) and ongoing teacher recruitment strategies.

In August 2021, there were 83 temporary classroom teachers that were identified under the Conversion Policy, the Directorate is currently undertaking the review and assessment of eligibility for permanent conversion for the identified staff members. Further, the Directorate is working with the ACT Public Service Secure Employment Team to progress identification of casual staff, including classroom teachers, covered under the Conversion Policy before the end of 2021.

In addition to this, the Directorate continues to promote and support pathways to permanency for temporary or casual teaching staff through an internal ratings process in accordance with the Teaching Staff Enterprise Agreement and centralised classroom teacher pool managed by People and Performance Branch. As at July 2021, the Directorate has made approximately over 800 invitations to temporary/casual classroom teachers with 36 registered temporary/casual teachers responding to the invitation and 26 staff members participating in the ratings process. Following the ratings process, there were 12 temporary/casual classroom teachers who were successfully rated as eligible for permanent conversion outside of a normal recruitment process.

Approved for circulation to the Standing Committee on Secretary: Standing Committee on Education and Community Inclusion

Signature:



Date:

01/11/21

By the Minister for Education and Youth Affairs, Minister Yvette Berry