



Online submission					
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<b>Age</b>	51-60	<b>Gender</b>	Female	<b>State</b>	NSW
<b>Occupation (if available)</b>	TAFE teacher				
<b>Text of submission</b>	<p>I am a Head Teacher in a large metropolitan TAFE college, and have been in this job for almost 30 years. I'm lucky enough to have a permanent full time job with paid holidays. But I started in my career as a part time casual teacher, and vividly remember the constant fear and anxiety of never being sure whether my work would continue.</p> <p>I was a casual for 3 years (on full time workload of course) before I got a permanent job as a teacher. In those days education was reasonably funded and I could see a future for myself, and a career path. I spent time and money on doing further study to improve my prospects of secure employment, because I could see that it would "pay off" with a real job.</p> <p>This turned out to be vitally important to me personally as in my first year or two of secure employment, my personal life changed dramatically and I found myself as sole parent of a one year old. I was able to find, and to afford, full time child care, so was able to continue teaching and to survive. I dread to think how my life would have looked had I still been casual.</p> <p>These days I run a teaching department with six permanent full time staff, and about 12 part time casual teachers, and the issues around secure employment still impinge on me and on the rest of the department. Almost all of the casual teachers would like permanent FT work, but FT jobs are like hens teeth. This has many ramifications.</p> <p>Firstly, it's very difficult to hold on to staff because people can't earn a living wage or see a career path- I've lost any number of qualified and talented future teachers to other fields where they can get a secure job.</p> <p>Secondly, 90% of the FT staff in my department are women over 55. I have been raising the issue of succession planning with my managers for years, but nothing has changed. It is very likely that most of us will have retired in a year or two, and that the positions will not be substantively filled, with casual staff covering the teaching work. This</p>				

	<p>means no career paths for them; nobody gaining the experience to be able to take over Head Teacher roles in the future....a kind of brain-drain.</p> <p>Thirdly, it means students and potential students getting a raw deal as there is never anybody around 'on the floor' to advise students or deal with enquiries when all staff are casual. This in turn means that casual staff feel they have no choice but to do unpaid work filling this service gap.</p> <p>Fourthly, casualisation means a dreadful intensification of the workload for those dwindling numbers of teachers who are full time. More than 60% of the staff are currently dealing with anxiety, depression and other stress-related health issues. I will be retiring in the next few months, but would have stayed in the teaching workforce for another 5 years at least if the workload were not so impossible.</p> <p>And of course there are gender issues in all of this. 90% of our part time casual staff are female, and this teaching work is their sole income source.</p> <p>As TAFE has a nine week break over summer, they all have to somehow eke out their savings to cover this period.</p> <p>This appalling level of casualisation continues to grow in TAFE because of budget pressures. It affects people's lives, it affects the future workforce of this country (there is already a teacher shortage!), and it affects the quality of education that students receive and consequently their likelihood of completing vocational qualifications.</p> <p>It is hard to believe our governments are so short-sighted.</p>
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*This submission was received online at the Inquiry's web site:*

<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>

*Certain information, including full contact details, have been withheld to respect the privacy of the submitter. Further details about the publication of submissions and a privacy statement are available at the website.*