



Online submission					
First name	Kay		Surname	Lampard	
Age	41-50	Gender	Female	State	NSW
Occupation (if available)	Teacher				
Text of submission	<p>My Name is Kay Lampard and I am 48years of age. I live with my partner, and 4 dogs, in Leumeah South -West Sydney, with a mortgage.</p> <p>I have three adult children two of whom have families of their own.</p> <p>I am a current member of the NSW Teachers Federation.</p> <p>I have been working as a Casual Teacher since 2006, initially I was working part-time elsewhere but found the demands of being employed casually with two different employees too challenging. Each Agency, even though I was employed on definite days at some points both agencies were requiring flexibility so I found the clashes in availability occurring far too often</p> <p>Being employed casually means that I only have employment during teaching weeks which equates to thirty-six) 36 weeks of the year. During these 36 weeks I carry a full-time teacher teaching load and I am able to meet my financial requirements and repay debts with relative ease. For a further four (4) weeks I am able to accumulate a few hours per week with student re-submits, planning days and assessment validations which enable me to sustain food and everyday living expenses.</p> <p>This leaves 12 weeks where I have no pay. This for me is now becoming non-manageable and I have been actively seeking full-time employment for the past 12 months and have interviewed for three (3) Full Time Teaching positions within TAFE but have been unsuccessful to date.</p> <p>Within my immediate workplace we have One Head Teacher and one Administration Staff employed on a Full time basis, five (5) Full time Teachers and ten (10) teachers employed on a casual basis.</p> <p>Within the casual breakdown: 2 x teachers work across a number of campuses to give them the equivalent of full time hours; Myself employed</p>				

solely here

The other 7 teachers hold other positions in the community service section 4 of whom working in full time employment elsewhere working here for a few nominal hours per week.

Career

If I attend training it is not covered by my employer, my supervisor however is supportive of me participating in training as long as it is not impacting on the learning of students or delivery of units.

Financial

I am in a financial position of living week-to-week. My partner is employed in a full-time capacity with her wage not stretching through the non-payment periods. We have to cut back more and more. We do not really enjoy any entertainment activities. We have grand-children and it is a stretch to even purchase the occasional surprise for them, and on a number of occasions we have had to borrow money from my son to pay bills and just get by.

Social

The hours that I work remain the same for the teaching weeks. So for the weeks I am employed my take home pay is the same during these weeks.

My work hours however are not assured and can alter from semester to semester, I have been extremely fortunate and for the past four semesters my hours have remained fairly consistent. As a casual teacher I am advised of my hours prior to holiday periods. The hours and schedule I am provided may still change however right up until my first class.

I believe for people working in casual, temporary or contracted positions planning for the future is very difficult. Your plans are quite restricted and there is always a continued worry that an adverse situation may arise and you will not be able to meet the financial commitments of this situation. For me the first time I had to borrow money from my son, was immensely disempowering for me. I felt as though my role as a mother and provided had been stripped away from me and it was something I have struggled with from time to time since. I am however fortunate that my son was in a financial position with a secure employment to allow me to do so. For him now with his own young family he is no longer able to help me out financially.

	<p>The Future</p> <p>I am in need of full-time employment and am actively seeking this now. As I have held what is known in my industry as substantive hours I would like the opportunity to transfer into Fulltime employment without the need to re-apply. The hours necessary to write a address the selection criteria and requirements for a full time position in order to complete a job application is very time consuming.</p> <p>If unable to get full-time employment for my situation even the inclusion of say a 'retainer' or even the opportunity to work in an administrative position during the weeks I am unemployed would assist my financial situation immensely.</p> <p>.</p>
--	---

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.