



Online submission					
<b>First name</b>	L.M		<b>Surname</b>	O'Heir	
<b>Age</b>	51-60	<b>Gender</b>	Male	<b>State</b>	NSW
<b>Occupation (if available)</b>	TAFE teacher				
<b>Text of submission</b>	<p>I am and have been a part-time casual Automotive Teacher with TAFE NSW Coffs Harbour for 16 years. I am married with one child and a morgage.</p> <p>I am a member of the NSW Teachers Federation (not that it helps).</p> <p>In the time I have been with this organisation I have been able to apply for two Full-Time permanent positions in the North Coast Institute, both times the position was awarded to persons with less qualifications and experience.</p> <p>The effect that my current employment has on me is that there is no job security and during vacation times I do not have any primary income for eight to twelve weeks. This places a strain on personal relationships and the celebration of the festive season each year. Due to the nature of the employment it is extremely difficult to budget from one year to the next.</p> <p>My line supervisor also tends to restrict the amount I can earn which makes it difficult to forecast a budget.</p> <p>One of the other contributing factors to my hours of work is the provision of funding for courses. I do not know from semester to semester if I am going to get work or not. It depends on what the line supervisor is given and applies for.</p> <p>I believe that TAFE NSW is a toxic workplace that breeds nepotism and favouritism. The management do not respect the skills, experience and knowledge gained by an individual in previous employment but rely on who can kiss their ass the best. I was trained to management level by my previous employer but this is not viewed as relevant by my current faculty director.</p>				

The ratio of full to part time staff in my work section is about 80% part to 20% full-time. The reason that the faculty director employs people like this is that it costs less for part time staff and they can be let- go without any fuss (flexible work arrangement).

I am not comfortable bringing up work related issues with either my line manager or Faculty Director as I have done so in the past and am still suffering the consequences, I am at times excluded from happenings although I have extensive experience in them.

I have had OH&S training with my previous employer and am not afraid to address matters of this nature.

There is no possible chance that I will ever be able to gain Full-Time employment with TAFE NSW. The reasons being I am too old at 53, I am not current in my industry arena (although I have never left the industry in 30+ years) I do not understand the environment in which I work. These are all the reasons that were put in writing when I applied for Permanency on two occasions.

TAFE NSW provides limited professional development opportunities and my line manager does not want to pay for training of part-time staff as they may leave to go to another employer.

Given the variation in working hours I can honestly say that I am just keeping my head above water. I do not make enough money to have a decent holiday but can meet most bills. This I try to do without having to rely on charitable organisations. I have resorted to using Credit Card when things are really tight.

I cannot plan for the long term future as I do not know if I will have employment with this organisation next month or year. My situation has led to depression and I am not as happy as I once was. I keep hoping that the management will change thereby giving a change in focus. My home life suffers as well.

I would recommend that the inquiry finds that permanent full-time employment by the government is the best way to gain a high quality focussed professional workforce instead of the current one where each employee is in it for himself and to get more than the next person. This would reduce the burn-out levels of employees and increase the productivity. These changes need to be addressed quickly in the short term. This would also go a long way to addressing the skills shortages.

*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.*