

## SALARIES AND CONDITIONS CAMPAIGN – MORE THAN THANKS!

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Noting:

- the release of secret DoE briefings to the Minister and the Government revealing
  - *NSW is facing a large and growing shortage of teachers* (Secret DoE briefing July 2021) and that *if we don't address supply gaps now, we will run out of teachers in the next 5 years* (Secret DoE briefing June 2020). Further that *current 'best-case analysis' shows in next 3 years we will have a supply gap at the aggregate level with increased demand and constrained supply: this is a significant underrepresentation of the real problem* (Secret DoE briefing November 2019); and
  - the cause of the problem, namely that *the demands and expectations on teachers are increasing, while the current rewards...are not providing enough incentive* (Secret DoE briefing August 2020) and that *on average, teacher pay has been falling relative to pay in other professions since the late 1980s and this makes it a less attractive profession for high achieving students* (Secret DoE briefing August 2020);
- that we have exhausted all options available to us over an 18 month period to persuade the Government to redress the decline in salaries and working conditions including
  - the commissioning of the Gallop Inquiry, the findings and recommendations (since validated with the release of secret DoE briefings) of which were completed following a 12 month investigation into the changed nature and value, skills and responsibilities of teachers' and principals' work, including 1000 submissions and one month of public hearings during which expert witnesses and their submissions were interrogated;
  - repeated lobbying of local MPs; and
  - unprecedented paid advertising;
- the consequences of inaction on the part of the Government on the immediate and future wellbeing of the teaching profession and the right of all students to be taught by a qualified teacher, understanding that *we cannot improve student outcomes without having a sufficient supply of high quality teachers available where and when they are needed* (Secret DoE briefing June 2020),

Council determines, following state-wide delegates meetings at which the Government's insistence on the maintenance of the contemptuous 2.5% wages cap and refusal to budge on crippling workloads was roundly condemned and rejected, there is no other option but to escalate our campaign to achieve the pay and conditions teachers and principals deserve, and the profession and students need.

Accordingly, **Federation directs all members to strike for 24 hours on Tuesday 7 December.**

Members from greater Sydney, Newcastle, the Central Coast, Wollongong, the Southern Highlands and the Blue Mountains are to rally in Macquarie St, Sydney. All other members are to rally at designated regional centres across the state.

All Officers, Councillors, Association Executive, Fed Reps, Women's Contacts and FWC members are to mobilise the membership.