



## NATIONAL TEACHER WORKFORCE ACTION PLAN EDUCATION UNIONS SHOW THE WAY FORWARD

Education unions, representing a combined quarter of a million teachers, principals and education support staff, are ensuring a strong professional voice is heard at the *Teacher Workforce Action Plan Working Group* which met for the first time in Canberra in late August 2022.

The IEU has taken an active role in the Working Group to ensure a focus on the immediate and long-term strategies needed to benefit the education workforce and our students.

The IEU has reiterated to the Working Group that strategies which simply focus on attracting new teachers will not resolve the underlying issues of unsustainable workloads, stagnating pay, insecure work and inadequate professional development opportunities for school staff.

The Action Plan will target outcomes in the following priority areas:

1. Elevating the profession
2. Improving teacher supply
3. Strengthening initial teacher education
4. Maximising the time to teach
5. Better understanding future teacher workforce needs

**A draft plan will be released for public consultation from 4 October 2022 to 9 November 2022.**

This consultation with teachers and support staff is critical to the success of any proposals – the final plan must be based on respect and recognition of both new and existing staff in schools and early childhood education.

The IEU looks forward to our continued participation in the Working Group and planned consultation process as we highlight the wide-ranging solutions our members have been raising for years:

- **Improved pay rates and conditions** must head the list for immediate employer investment.
- **Address unsustainable workloads** which are the key reason behind teacher burnout and why so many are leaving the profession.
- **Ensure teacher practitioners have a voice** on professional bodies and government authorities.
- **Provide greater support to early career teachers** to stay in the profession by providing new teachers with secure jobs and improved release time and mentor programs.
- **Let teachers get back to the classroom - respect our professional autonomy and judgement.**
- **Avoid the quick fix of sending unprepared and unqualified teachers into schools.** Rushing student teachers into classrooms before they are ready will only exacerbate early career burnout.
- **Value and respect the teaching profession** by calling out and challenging teacher bashing wherever it emerges in public debate.