

Senate Committee: Education and Employment

QUESTION ON NOTICE Additional Estimates 2014 - 2015

Outcome: Schools and Youth

Department of Education and Training Question No. SQ15-000111

Senator Wright, Penny asked on 05 March 2015, Hansard page 41

TEMAG Issue and ACER report

Question

Senator WRIGHT: I would like to go back to the TEMAG issue and the ACER report. I think we all agree that attracting the best and brightest careers in teaching is important. ACER, in their report, says Australia has more a recruitment problem than a selection problem.

Ms Paul: Sorry—recruitment?

Senator WRIGHT: More a recruitment problem than a selection problem—that is, tougher selection processes will not be enough because teaching does not compete well with other professions in terms of salary and career development. What does the department consider about that particular finding?

Ms Paul: I would like to see it in context, to be honest. I am not sure of the context of the run of text, unless Mr Cook is. We will have to take it on notice. It sounds like you are asking us for an opinion.

Senator WRIGHT: If you could comment on that finding—

Ms Paul: I do agree to take on notice what that is about, but I cannot offer an opinion about what we think of it.

Senator WRIGHT: If you find that concern is well founded, then obviously it could—

CHAIR: That is still an opinion, Senator Wright, whether they think it is well founded.

Mr Cook: Salary matters are a matter for states.

Senator WRIGHT: What policy implications might there be from that? Perhaps that is another way to put it.

Ms Paul: We will need to take that on notice. Do you have a reference, a page number?

Senator WRIGHT: I do not have the page number.

CHAIR: Could you provide that in your question on notice

Answer

These questions relate to commissioned research undertaken by the Australian Council for Educational Research (ACER) in 2014, *Best Practice Teacher Education Programs and Australia's Own Programs*, available at <http://docs.education.gov.au/node/36787>

Chapter 7, Section A of the research report is most relevant to the intent of this question, dealing with *Recruitment for entry to teacher education* (pp 63–67).

Teacher salaries are set by individual Australian states and territories, and are therefore a state and territory-based industrial issue.

The Staff in Australia's Schools 2013 Survey found that only 4.3 per cent of early career primary teachers and 6.1 per cent of early career secondary teachers indicated that 'Attractiveness of the salary' was an important factor in their decision to become a teacher. Another 2013 Report, 'Attrition of recent Queensland graduate teachers' had a similar

finding, with less than 1 per cent of respondents citing salary as a reason for becoming a teacher.

In response to the Teacher Education Ministerial Advisory Group recommendations, work underway to improve workforce data across the teaching life cycle will inform policy development and enable universities and teacher employers to better manage workforce needs.