



10 May 2021

## New South Wales Teachers Federation

a branch of the Australian Education Union  
AEU NSW Teachers Federation Branch ABN 86 600 150 697



In reply please quote: 326/2021/AG:vm

Dear President,

Teacher shortages are a growing issue across NSW.

Unless we act, they are going to get worse because enrolments in public schools are set to soar in the next two decades.

The NSW Teachers Federation has become increasingly concerned about the shortages and the lack of an NSW Government plan to ensure we can attract the high achievers we need for the profession. That is why the Federation commissioned the attached report from education economist Adam Rorris, *Impact of Enrolment Growth on Demand for Teachers*.

I hope you will take the time to read this important report and circulate it among your colleagues. Beyond fixing the current shortages, the report states that around 11,000 additional teachers will be needed by 2031 just to meet the growth in enrolments.

Currently NSW has the highest number of students per teacher in Australia. If that student-teacher ratio is reduced to the national average for public and private schools, the report says the number of additional teachers required increases to 13,700 teachers.

This is a **25 per cent increase** on the current number of teachers in NSW public schools.

With rapidly increasing student needs, our expectation is that we will need even more teachers than this. We need government action now to fix the shortages and ensure we can recruit the teachers we need to stop children missing out.

The independent Gallop inquiry warned earlier this year that it will not be possible to recruit the teachers we need or fix the shortages unless we act on workloads and salaries.

The inquiry recommended an increase in salaries of between 10 to 15 per cent for teachers in the next two years, but right now the NSW Government's wages policy is to increase salaries by a maximum of 1.5 per cent a year for the next three years.

If we don't pay teachers what they are worth, we won't recruit the teachers we need.

The Federation is going to launch a campaign this year for higher salaries and more preparation time for teachers to ensure we can retain our teachers in the classroom and attract the high achievers we need for the future.

If you would like to be kept informed about that campaign and how you can show your support, please register your details at [nswtf.org.au/signup](https://nswtf.org.au/signup)

Yours Sincerely,  
Angelo Gavrielatos



# Fact Sheet

## The teachers we need for our future

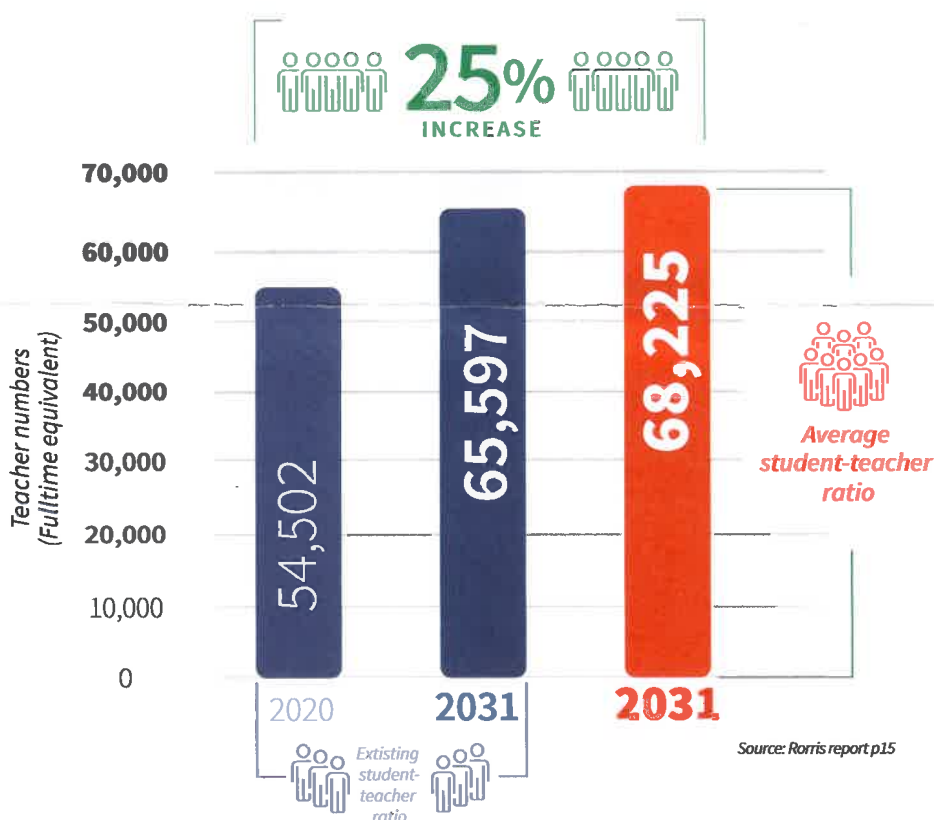
### New research released

One of the major challenges facing NSW schools is securing the additional teachers and permanent classrooms we need to cope with rapidly rising enrolments.

Already there are growing shortages of full-time and casual teachers.

New research, commissioned by the NSW Teachers Federation, shows that without major action, the shortages will get much worse.

### Teachers required



### The research reveals that by 2031 public schools will need:

- 11,095 additional teachers if student-teacher ratios are maintained at current levels (the highest in the nation).
- 13,724 additional teachers if student-teacher ratios are reduced to the national average.

This is a 25 per cent increase on 2020 teacher numbers.

Due to rising student need, the actual number of teachers required is likely to be even higher.

The independent Gallop inquiry warned earlier this year that it will not be possible to recruit the teachers we need, or fix the shortages, unless we act on workloads and salaries.

Teachers and parents need to work together to ensure there is a fully qualified teacher in every classroom and no child misses out.

*“NSW has under-resourced its schools in terms of teacher numbers when compared with the national average for public schools over the past 10 years.”*

Rorris report p10.

The full report by education economist Adam Rorris is available at [nswtf.org.au/files/rorris-report.pdf](https://nswtf.org.au/files/rorris-report.pdf)

Register your support for action at [nswtf.org.au/signup](https://nswtf.org.au/signup)