

Independent Education Union

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Senate Select Committee on Red Tape
PO Box 6100
Parliament House
Canberra ACT 2600

Dear Committee Secretary

Re: Inquiry into Red Tape on Private Education

Thank you for your correspondence last week.

The IEUA is happy to make the following contribution, which the Senators may find of use in the committee's deliberations.

There is no question that IEUA members are reeling under the burden of red tape and administrative demands and as a consequence find that their teaching/learning is impeded and a threat to their personal health and well-being.

A recent survey of several thousand IEUA members in the NSW/ACT Branch reported 'red tape/administrative burdens' as the number one cause of workload intensification.

The *Australian Principal Occupational and Health, Safety and Wellbeing Survey*, conducted by Phil Riley, repeatedly shows that the highest levels of stress for principals and deputy principals in schools is as a consequence of the sheer quantity of work.

The IEUA notes the high quality and value of this longitudinal study and importantly the proposal to expand its consideration to the stress and health impact on classroom teachers, as well as principals and deputy principals. It is the view of the IEUA that this work will provide further damning and incontrovertible evidence of the failure of systems and governments to manage the administrative workload and burden on schools to the detriment of both staff and students.

The regulatory burden impacting on schools includes new and increased requirements imposed on schools and teachers such as:

- Student safety and wellbeing
- Emergency management
- Risk assessments
- Outside hours care
- Family law compliance
- Privacy laws
- Disability discrimination
- Other legal obligations
- Government and statutory compliance
- National assessment and reporting requirements
- Teacher registration and certification
- Teacher professional learning requirements

Each of these areas could be profoundly elaborated on by any of our IEUA members to illustrate the impact of these requirements on the day-to-day work of teachers, principals and other staff in schools.

The NSW/ACT Branch survey completed by over 4400 members in recent weeks (co-ordinated by Branch Officer) found that the number one issue impacting on workload, with 52% indicating it was a major issue and over 80% saying it was a significant/major issue were the “Administration’ expectations; which included red tape, compliance, regulation, filling out camp forms, risk assessments etc.

As a further illustration of the administrative workload changes, ABS data (4221.0 – Schools, Australia 2017) shows that in the ten years to 2017 school staff working in administrative and clerical positions increased by just over 70,000 fte or close to 71% (at the same time the number of teachers increased by only 37,600 or 15%). These figures illustrate the recognition of the need to meet the increasing administrative burden, arguably at the expense of increasing teacher resourcing.

The following graph (attached) represents the weighted average scores (scale 1-5) for each of the items in the survey. The overwhelming recognition of the administrative demands is evident.

The IEUA would be happy to provide Senators with further detail and advice if required.

Yours sincerely

Chris Watt
Federal Secretary

