

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Supplementary Budget Estimates 2010-2011**

Outcome 2 - Schools

DEEWR Question No.EW0642_11

Senator Mason asked on 21/10/2010, Hansard page 39.

Question

EXIT SURVEY FOR TEACHERS

Senator MASON—Are you conducting any sort of exit survey on why teachers might be leaving and what particular problems they might be suffering from? Dr Bruniges—Not to my knowledge. Again, I am happy to check that because sometimes in terms of departments or jurisdictions—for example, in the Northern Territory—they may have something within their human resources system that always captures exit data. So some systems have it; some systems do not. Again, I would have to clarify with the Northern Territory department, but from a Commonwealth perspective there is nothing that we have done and we would rely on the Territory if they have that system in place to track that. Senator MASON—Thank you. I would be interested in that because it is a difficult issue recruiting and retaining teachers. There are cultural issues, issues of distance and so forth; we can all agree on that. I would be interested if you could let the committee know what is being done to monitor exit patterns and strategies to retain teachers in the Northern Territory.

Answer

The Northern Territory Department of Education and Training (DET) has provided the following information.

A Teacher Intentions Survey and an Exit Survey conducted last year for a cohort of 45 teachers leaving the service highlighted that Territory demographic factors are significant factors in teacher turnover. The main reason provided by survey respondents for why they were leaving was “returning home” (76%), followed by “personal travel”, either interstate or overseas (15%). Other reasons provided include “partner’s career”, “career change” and the “location of the school” (all 8%).

The NT continues to refine its collection of qualitative and quantitative exit data, and is developing an online exit questionnaire to inform workforce planning processes into the future.

As part of the specialised approach to retain teachers, DET has a range of strategies to attract, recruit, support, reward and build the careers of teachers. In addition to existing whole of Territory Government initiatives such as free housing, study leave, subsidised utilities, specific incentives aimed at teacher attraction and retention are in place. These include:

- a new website, [Teaching Jobs](#) that includes detailed information on teaching and living in remote Indigenous communities;
- a revised teacher selection methodology which includes a staged screening

- process and an assessment of suitability for remote teaching contexts;
- three, two day workshops, spread over the year specifically for people new to teaching and experienced teachers in their first year in the Northern Territory;
- an offer for a new enterprise agreement which, if accepted, will deliver a range retention incentives including:
 - a revised career structure which offers new career paths and monetary incentives for high performing teachers
 - improved in classroom support in the early years
 - an improved framework for non contract Principals
 - improved incentives for remote locality teaching (eg, reimbursement for remote satellite/internet installation)
 - up to \$3000 reimbursement for Higher Education Loan Program (HELP) after three years service in hard to fill locations
 - improved parental leave entitlements for teachers after five years of service
 - paid superannuation during the first six months of maternity leave.