



New South Wales Teachers Federation

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



21 February 2020

In reply please quote: 111/2020/AU/ja

The Hon Dr Geoff Gallop AC
The Hon Dr Tricia Kavanagh
Mr Patrick Lee

Dear Sirs and Madam

Re: Valuing the teaching profession - an independent inquiry

The New South Wales public education system provides education to 800,000 students in 2,200 schools throughout New South Wales. There are some 67,000 (FTE) teachers employed in New South Wales public schools.

The New South Wales Teachers Federation has represented the professional and industrial interests of teachers in the public education system for over 100 years.

Given that the value of teachers' work has not been independently reviewed since 2004, the New South Wales Teachers Federation is commissioning an inquiry into the state of the teaching profession in the public schools of NSW and the significant changes that have impacted on the profession since that time.

THE NEW SOUTH WALES TEACHERS FEDERATION appoints you to be an Independent Panel of Inquiry, and requires and entrusts you to inquire into the following matters:

- (a) changes in policies, procedures and/or practices of:
 - (i) the New South Wales Department of Education
 - (ii) the New South Wales and Australian Governments (including intergovernmental agreements); and
 - (iii) other relevant government agencieswhich have impacted on:
 - (iv) the delivery of education
 - (v) decision making processes in education
 - (vi) support services available to schools
- (b) the effect of new/changing technologies across the system
- (c) changes to regulation of the profession
- (d) changed industrial arrangements governing the work of teachers and principals
- (e) changes to the roles of classroom teachers, specialist teachers and those in executive positions and community expectations of them
- (f) movements in attraction to the profession and retention within the profession
- (g) the impact of changing curriculum, assessment and reporting requirements

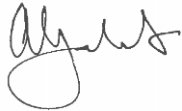
- (h) relevant international, national and state research and reports
- (i) any matter reasonably incidental to a matter mentioned in paragraphs (a) to (h) above.

Further, without limiting the scope of your inquiry or the scope of any recommendations arising out of your inquiry that you may consider appropriate, for the purpose of the inquiry we direct that you consider in your recommendations:

- (a) how best to support teachers and principals in New South Wales public schools, including through investment in the education workforce and capital infrastructure.
- (b) how to best improve the status of the teaching profession, including, but not limited to matters going to remuneration.

You are to report to the New South Wales Teachers Federation by February 2021.

Yours sincerely



Angelo Gavrielatos
President



John Dixon
General Secretary