



Gallop Inquiry Fact Sheet: Salaries



Changes to work

There have been profound changes in the work and workload of teachers. Many factors have contributed to the intensification of teachers' work.

These include:

- constant policy changes
- significant increases in student need
- rapid changes in technology
- expansion and reform of the curriculum

Teachers are working longer hours and drowning in data and administration.

“There has been no wage increase to reflect the change in the nature of teachers’ work, nor any acknowledgement of the time taken by the average teacher to complete the extensive new requirements placed on their work...”

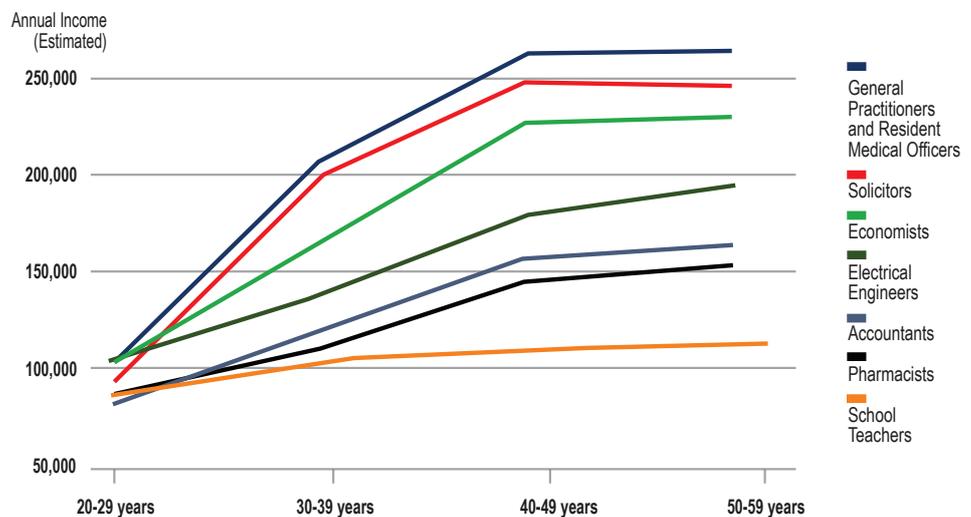
Valuing the teaching profession —
an independent inquiry, p. 123.

Teacher pay compared to other professions

Teachers’ pay is behind that of other professions

The last review into the workload and salaries of teachers took place in 2004.

Since that time teacher salaries have declined compared to other professions.



Source, ABS 2016 reproduced in Gallop Report, 2021

The need for change

- School year 2021 began with 1250 unfilled teacher vacancies
- Enrolments are expected to increase by 25 per cent over the next two decades bringing the student population to around 1 million
- 1 in 8 teachers are leaving the profession within the first five years of their career.

Inquiry recommendation on salaries

An increase of between 10 and 15 per cent in the next wages agreement (covering 2022 and 2023). This is necessary to recognise the increase in skills and responsibilities teachers now have, to help overcome shortages and recruit the additional teachers needed to cope with record enrolment growth.