

# Teacher Dashboard



### Total Headcount

94722	92674	85337
(2022)	(2021)	(2011)



### Staff FTE

69869	70279	61144
(2022)	(2021)	(2011)



### Turnover Rate

4.0%	3.0%	2.7%
(2022)	(2021)	(2011)

Total Headcount = number of employees directly employed by the organisation at a point in time. (excl. casuals and contractors).

Staff FTE = number of full-time equivalent employees directly employed by the organisation at a point in time. (excl. casuals and contractors)

Turnover Rate = Data is sourced from the Workforce Profile, which is updated annually in March. Includes both Permanent and Temporary staff and is calculated based on financial year data.

## Teacher Workforce Breakdown

Employment Type	Headcount 30 June 2011	Headcount 30 June 2022	FTE 30 June 2011	FTE 30 June 2022	FTE Change 2011-2022	FTE % Change 2011-2022
Permanent	52873	54406	43845	44651	806	1.84%
Temporary	16045	29553	11695	20720	9025	77.17%
Casual	16419	10763	5604	4499	-1105	-19.72%

Above data is sourced from the WFP

## Teacher Workforce Breakdown – by Region

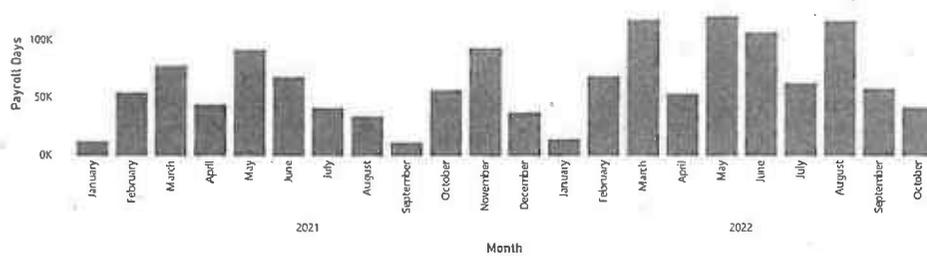
Operational Directorate	Headcount	FTE	Vacancies	APCI
<b>Metro</b>	<b>46711</b>	<b>34822.44</b>	<b>1468</b>	<b>124</b>
Metropolitan North	16266	12121.80	538	43
Metropolitan South	15320	11125.97	461	47
Metropolitan South & West	15125	11574.67	469	34
<b>Regional and Rural</b>	<b>47865</b>	<b>34846</b>	<b>1785</b>	<b>198</b>
Connected Communities	1490	1090.63	144	6
Regional North	12660	9428.47	323	36
Regional North & West	8409	6123.21	266	29
Regional South	10369	7550.46	339	37
Rural North	6988	5061.07	282	35
Rural South and West	7769	5592.77	431	55
<b>Other</b>	<b>326</b>	<b>200</b>	<b>N/A</b>	<b>N/A</b>

Above data is sourced from the WFP, PERS & SAP.

# Teacher Dashboard

## Sick Leave over time

Leave Type Grouping ● Sick Leave



Year	Sick days in selected period	Percent difference from previous year	Percent difference from 2022
2019	544,222		42.56%
2020	554,354	1.86%	39.96%
2021	493,678	-10.95%	57.16%
2022	775,868	57.16%	-0.00%

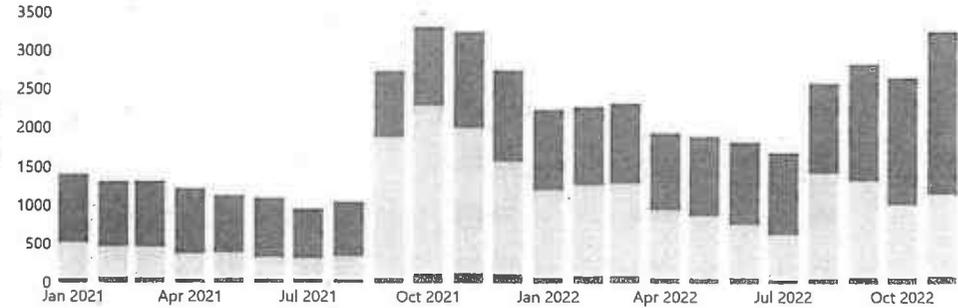
Above graph is sourced from PERS data and reflects the count of teacher vacancies at the first day of each month.  
Sick Leave table is sourced from SAP data and reflects the total sick days taken by teachers YTD compared against previous years (same timeframe).

## Appointments – New Starters

Placeholder space for visual.

## Teacher Vacancies – by Month

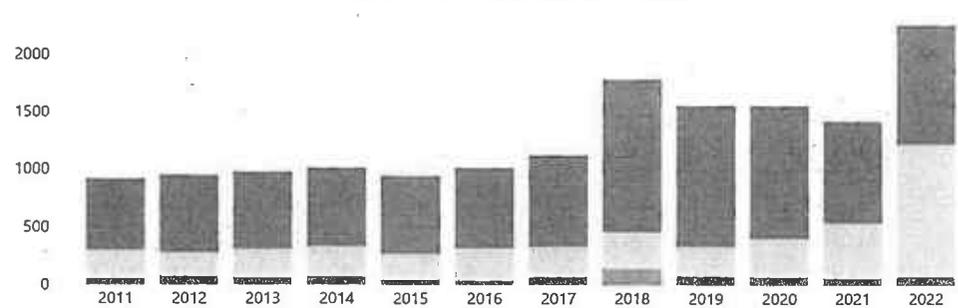
● 1. Principals ● 2. Non-Principal Executives ● 3. Teachers



Above graph is sourced from PERS data and reflects the count of teacher vacancies at the first day of each month.

## Teacher Vacancies – by Year

● 1. Principals ● 2. Non-Principal Executives ● 3. Teachers



Above graph is sourced from PERS data and reflects the count of teacher vacancies at the first day of each year.

# Permanent Teacher Vacancy Dashboard

## Vacancies Count & Positions Filled

	Current	Previous Report	Change from Previous Report	This Time Last Year	Change from this time last year
<b>Number of Vacancies</b>	3311	3279	32 ↑	3092	219 ↑
<b>New Vacancies This Week</b>	99	108	-9 ↓	-	-
<b>Total Vacancies Filled This Week</b>	228	216	12 ↑	-	-
<b>Total Filled YTD</b>	6476	6248	228 ↑	4712	1764 ↑

Note: Figures in the table above are taken from the TSPR on the 7<sup>th</sup> November.  
 Note: The higher influx of vacancies this year is due to new APCI positions as part of a new recruitment program.  
 Note: Previous report figures refer to the report distributed on the 1<sup>st</sup> November 2022.

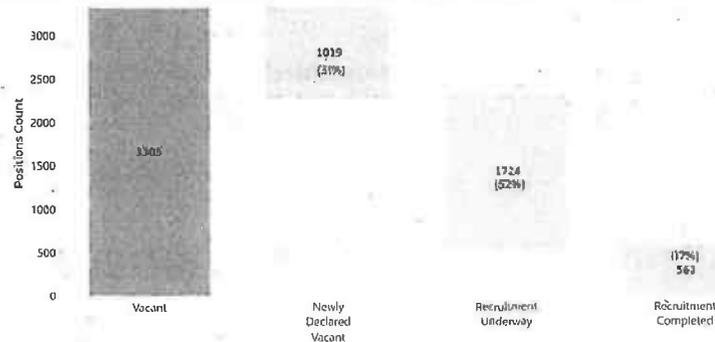
Vacancies vs Entitlement (%)	Vacancies FTE	Entitlement
5.08%	3008.90	59235.29

Average Vacant Positions per School	Assistant Principal CI Vacancies	Teacher Approvals Granted YTD	Schools with a Permanent Teaching Vacancy
1.51	310	6058	1423

Note: Figures in the above table are taken from PERS on the 7<sup>th</sup> November  
 Note: 'Teacher Approvals Granted YTD' is taken from EAT3 on 7<sup>th</sup> November

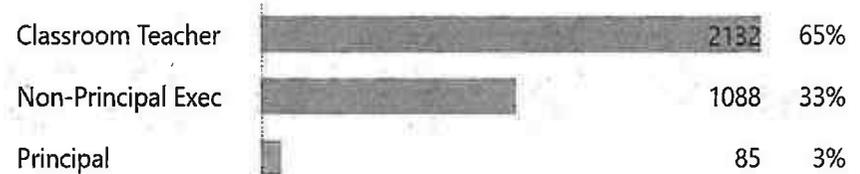
## Vacancies by Stage of Recruitment Process



Note: Figures in this chart are taken from PERS on the 7<sup>th</sup> November. Note: 'newly declared vacant' includes figures that are unable to be mapped in the PERS dashboard.

**Vacant:** The Principal has declared the position in OMSEE and it is progressing through the recruitment process

## Vacancies by Employment Type



Note: Figures in the above chart are taken from PERS on the 7<sup>th</sup> November

## Vacancies by Region

Operational Directorate	Vacancies	Percentage of total	Vacancy Rate
<b>Metro</b>	<b>1486</b>	<b>45%</b>	<b>4.66%</b>
Metropolitan North	546	17%	4.91%
Metropolitan South	476	14%	4.60%
Metropolitan South & West	464	14%	4.43%
<b>Regional and rural</b>	<b>1819</b>	<b>55%</b>	<b>5.65%</b>
Connected Communities	145	4%	13.99%
Regional North	328	10%	3.89%
Regional North & West	274	8%	4.88%
Regional South	354	11%	5.11%
Rural North	279	8%	5.70%
Rural South and West	439	13%	8.18%

Note: Figures in the above table are taken from PERS on the 7<sup>th</sup> November

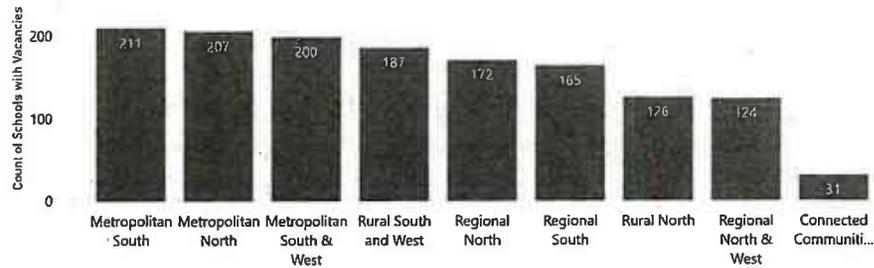
# Permanent Teacher Vacancy Dashboard

## Vacancies Count

Maximum Vacancies per school	Minimum Vacancies per school	Median Vacancies per school
15	1	2

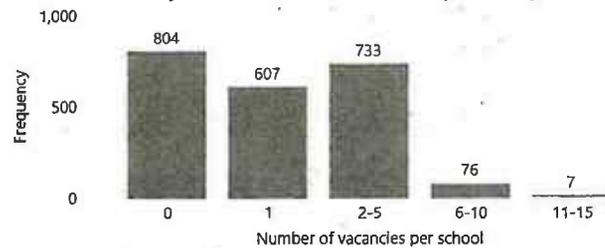
Note: Figures in the above table are taken from PERS on the 7th November  
 Note: The maximum vacancies per school is currently higher than normal due to Googong Public school. Googong Public is a new school which had 25 vacancies created in August

## Schools with Vacancies by Region



Note: Figures in the above chart are taken from PERS on the 7th November

## Vacancies per School - Frequency



Note: Figures in the above chart are taken from PERS on the 7th November

## Held Positions Count & Percentage

Total Held Positions	Total On Review Positions	Held vs Overall Teaching Roles
1896	3009	2.58%

Note: approx. 540 of the Held FTE are above entitlement positions (i.e., positions that the school does not have the funding to staff). Schools may retain these positions for administrative ease in the event their enrolment increases, and they are able to restaff them.

On Hold: The position is on hold in accordance with Clause 2.1 of the Staffing Agreement and with the approval of the school's DEL and Teacher Recruitment. Positions on hold should be continually monitored and filled when possible

## Held Positions by Employment Type



Note: Figures in the above table are taken from PERS on the 7th November

# Permanent Teacher Vacancy Dashboard

Note: Schools in 'red' text denotes schools supported through Priority Recruitment Support Pilot

## Top 20 Schools – Vacancies vs Entitlement

School Name	Vacancies vs Entitlement	Vacancies FTE	2022 Entitlement
Wolumla Public School	73.57%	4.4	5.98
Brewarrina Central School	54.39%	10	18.39
Bullimbal School	53.59%	6	11.2
Barramurra Public School	49.48%	8	16.17
Coutts Crossing Public School	47.27%	2.4	5.08
Walgett Community College High	47.17%	10	21.2
Kyeemagh Public School	40.87%	2.4	5.87
Berrigan Public School	39.39%	2	5.08
Tangara School	36.11%	3.2	8.86
Walgett Community College Primary	34.99%	5.2	14.86
Nowra Hill Public School	34.98%	3	8.58
Barham Public School	33.77%	3	8.88
Canterbury Vale School	33.69%	4	11.87
Biraban Public School	31.80%	3	9.43
Northbourne Public School	31.17%	14.6	46.84
Yawarra Community School	30.77%	3.2	10.4
Menindee Central School	29.95%	4.4	14.69
Baradine Central School	29.73%	4.6	15.47
Wilcannia Central School	29.14%	4.4	15.1
Inner Sydney High School	28.37%	8	28.2

Note : Figures in the above table are taken from PERS on the 7th November. Schools included in this list have a minimum entitlement of 5 FTE

## Top 20 Schools - Vacancies Count per School

School Name	Vacancies < 3 months	Between 3 to 6 months	Older than 6 months	
Karabar High School	15	12	2	1
Northbourne Public School	15	14	1	0
Murrumbidgee Regional High School	14	8	1	5
Alexandria Park Community	12	12	0	0
Queanbeyan Public School	12	8	2	2
Cammeraygal High School	11	11	0	0
Castle Hill High School	11	9	1	1
Brewarrina Central School	10	6	3	1
Colyton High School	10	9	1	0
Googong Public School	10	10	0	0
Lithgow High School	10	9	0	1
Walgett Community College High	10	5	1	4
Coonamble High School	9	5	2	2
Mona Vale Public School	9	9	0	0
Picton High School	9	8	1	0
Vincentia High School	9	8	0	1
Barramurra Public School	8	8	0	0
Bella Vista Public School	8	8	0	0
Brisbane Water Sec Woy Woy Campus	8	7	1	0
Chatswood High School	8	6	0	2

Note : Figures in the above table are taken from PERS & TRIM on the 7th November

Note : Googong Public School is new school opening in 2023 and the teacher vacancies represent the teacher entitlement for 2023 currently being filled through permanent recruitment processes, ready for schools' opening.

## Changes in the Top 20 schools by vacancies

### List of changes

#### - Additions

- Lithgow High School is now in the top 20 at 10 vacancies
- Coonamble High School is now in the top 20 at 9 vacancies
- Vincentia High School is now in the top 20 at 9 vacancies
- Barramurra Public School is now in the top 20 at 8 vacancies
- Bella Vista Public School is now in the top 20 at 8 vacancies
- Brisbane Water Sec Woy Woy Campus is now in the top 20 at 8 vacancies

#### - Removals

- Chester Hill High School is no longer in top 20 (was at 12 vacancies)
- Oran Park High School is no longer in top 20 (was at 10 vacancies)
- Harrington Park Public School is no longer in top 20 (was at 9 vacancies)
- Inner Sydney High School is no longer in top 20 (was at 9 vacancies)
- Armidale Secondary College is no longer in top 20 (was at 8 vacancies)
- Jerrabomberra Public School is no longer in top 20 (was at 8 vacancies)

# Permanent Held Teacher Positions

## Top 20 Schools - Held Positions

School Name	Held Positions	Position FTE	Sum of Entitlement
Whitebridge High School	9	8.7	73.7
Canterbury Public School	8	5.1	25.84
Bankstown Public School	7	7	58.05
Matthew Pearce Public School	7	6	72.87
Orana Heights Public School	7	4.6	43.38
Rivers Sec, Kadina School	7	5.9	47.1
Tumbarumba High School	7	7	25.2
Albury North Public School	6	3.8	24.77
Balranald Central School	6	5.4	19.35
Bogangar Public School	6	3.7	20.61
Botany Public School	6	3.4	16.2
Camden High School	6	6	82.9
Carlingford West Public School	6	6	98.21
Hastings Sec College Pt Macqu Camp	6	5.5	64.2
Murray Farm Public School	6	4.7	53.88
Nowra Public School	6	5.4	44.62
Oaklands Central School	6	3	9.82
St Ives Public School	6	5	29.48
Albury Public School	5	3.2	33.27
Armidale City Public School	5	5	25.16

Note : Figures in the above table are taken from PERS on the 7th November. Figures are not inclusive of IEC and DEC Schools

## Held Positions by Region

Operational Directorate	On Hold Positions	Percentage of total
<b>Metro</b>	<b>801</b>	<b>42%</b>
Metropolitan North	235	12%
Metropolitan South	299	16%
Metropolitan South & West	267	14%
<b>Regional &amp; Rural</b>	<b>1095</b>	<b>58%</b>
Connected Communities	24	1%
Regional North	201	11%
Regional North & West	213	11%
Regional South	164	9%
Rural North	229	12%
Rural South and West	264	14%

Note : Figures in the above table are taken from PERS on the 7th November

# Current School Counselling Workforce and Vacancies

## Current School Counselling Workforce

Filled School Counselling Positions	Current Filled School Counselling Incumbent FTE	Current Filled School Counselling Substantive FTE
1361	1277.80	1175.60

Note: Above figures are taken from PERS on the 7th November.

## School Counselling Workforce Vacancies

School Counselling Vacancies	School Counselling Vacancy FTE	School Counselling Held Positions
75	69.80	0

Note: Above figures are taken from PERS on the 7th November.

Note: The vacancies reported on this page are a subset of the vacancies found on page 1 (and not an addition).  
Note: The School Counselling Workforce Vacancies are referring to School Counsellors & Senior Psychologist Education positions (level group codes 'CRT', 'ADM' & 'TXNP').

## School Counselling Vacancies by Region

Operational Directorate	Vacancies	Percentage of total
<b>Metro</b>	<b>22</b>	<b>29%</b>
Metropolitan North	10	13%
Metropolitan South	4	5%
Metropolitan South & West	8	11%
<b>Regional and rural</b>	<b>53</b>	<b>71%</b>
Connected Communities	6	8%
Regional North	4	5%
Regional North & West	8	11%
Regional South	4	5%
Rural North	13	17%
Rural South and West	18	24%

Note: Figures in the above table are taken from PERS on the 7th November.  
Note: The School Counselling Workforce Vacancies are referring to School Counsellors & Senior Psychologist Education positions (level group codes 'CRT' & 'TXNP' & 'ADM').

## Top Principal Networks - Vacancies by Age

Principal Network	Vacancies	< 3 months	Between 3 to 6 months	Older than 6 months
Connected Communities Team 1	4	0	0	4
Cowra	3	2	0	1
Griffith	3	1	0	2
Lithgow	3	2	0	1
Namoi	3	2	0	1
Northern Tablelands	3	1	0	2
Temora	3	0	1	2
Wambui-Macquarie	3	0	0	3
Albury	2	1	0	1
Armidale	2	1	0	1

Note: Figures in the above table are taken from PERS & TRIM on the 7th November.

Note: The School Counselling Workforce Vacancies are referring to School Counsellors & Senior Psychologist Education positions (level group codes 'CRT' & 'TXNP' & 'ADM').

# Report Explanation

## Held Teacher Positions

- Held positions are those positions which have been withheld from permanent recruitment for a period. Under Section 2.1 of the Staffing Agreement principals can request to place a position on hold where:
  - *the enrolments at the school have been and/or are projected to decline;*
  - *the enrolments at the school have been fluctuating;*
  - *the curriculum offerings at the school are changing and some subjects have been and/or are projected to decline;*
  - *part-time positions are required to target specific whole of school programs which are subject to annual review and change.*
- In these circumstances, and **where the DEL approves the principal's request** the school does not attempt to fill a position permanently, but will typically engage a temp teacher. These are school held positions and comprise the bulk of held positions. The maximum time a principal can place a position on Hold is 12 months. Any decision to keep the position on hold again requires new DEL approval. An example where a school may have a position on hold for more than 12 months is where they are in receipt of disaster supplementation and have not retained student numbers.
- A relatively small number of positions are also held by the department. These centrally held positions occur for operational reasons i.e. to hold a position for a scholar appointment, or in the instance of a trainee such as a counsellor where we are unable to appoint them to a permanent role until they meet the qualification requirements.
- There are approximately 680 held positions that are not included in this report as these are positions held due to central choice (departmental decision) rather than local choice (school decision).
- School Performance is provided regular updates on the pattern of Held positions, and all DELs have access to this information through SCOUT. School Recruitment and Placement and HR Compliance also contact DELs where schools have not submitted the appropriate approval for placing a position on Hold, or where there are concerns that the rationale is not in accordance with the Staffing Agreement.
- Recent enhancements to the Held form, in consultation with the NSWTF and School Performance, are anticipated to make the approval process clearer and more explicitly aligned to the Staffing Agreement.

# Report Explanation

## Additional notes

- A number of additional roles were created during August 2021 (phase 1) and January 2022 (phase 2) through APC&I, which resulted in a large influx of new vacant positions in our systems. The majority of phase 1 & phase 2 have now progressed/filled but the ongoing impact on the additional FTE across the system will continue to impact total vacancies for the next few months. The last phase of APC&I recruitment (Phase 3) has commenced which has increased executive vacancies by 795 across 700 schools. Phase 3 will extend the ongoing impact on the additional FTE across the system into Term 1, 2023.
- The "Vacancies Count & Positions Filled" table found on the top left of the dashboard is produced using manual calculations from the "Teacher Staffing Progress Report". The underlying data for the TSPR is typically pulled on a Tuesday.
- Additionally, the "Total Filled YTD" figures found on the aforementioned table are not necessarily just positions filled YTD but rather the positions commenced in the year. This is because teaching appointments finalised in December may not start until T1 of the following year.
- The remaining visuals on the dashboard are produced using figures automatically calculated through PERS extracts queried from the SQL data warehouse. The extracts found in the data warehouse are updated on a daily basis but do not reflect what is currently in PERS in real time.
- There is a discrepancy between the vacancy figures produced in the "Vacancies Count & Positions Filled" table and the remaining visuals as they are sourced from different data points & times. This is noted under each table and chart in the dashboard. The SQL queries used to calculate the remaining visuals currently don't produce a reliable figure for the "Total filled YTD" & "Total Vacancies filled this week". Hence calculations from the TSPR are used for these two measures.
- We're currently inferring new vacancies this week through the use of a measure that counts the distinct number of positions that have been submitted for a requisition in TRIM in the past week. A caveat with this calculation is that new vacancies this week may be lower than expected as declared vacancies in PERS may not have been pushed into TRIM just yet (or that an old record in TRIM was used to manage the vacancy).
- Please note that the age of a vacancy is determined by inferring requisition submission and assignment dates recorded in TRIM. As TRIM data is usually manually inputted, there can be inaccuracies relating to the vacancies older than 3 months figures.