

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mrs Hersey to the Minister for Education:

Principal and Teacher Vacancies

1. How many principal positions are currently vacant in Northern Territory Schools, and how long have they been vacant? Please specify by school.

As at 22 August 2022, there are 5 principal positions with recruitment underway during Term 3, 2022, for positions commencing in term 4 2022 and 2023:

- Yirrkala Co-Principal
- Walungurru School
- Lajamanu School
- Taminmin College
- Numbulwar School

All schools have acting arrangements in place while recruitment to the principal position is underway.

2. How many Northern Territory principals have left their positions in the 2021/22 financial year, either through resignation, termination, retirement, or transfer to a non-school based role? Please specify by school.

There were 31 NT Government school principals who left their positions in the 2021-22 financial year either through resignation, termination, retirement, or a temporary contract completion.

This data captures principal separations for the 2021-22 financial year and may include employees who have had multiple employment contracts throughout the year.

The detail by school has not been provided for privacy reasons.

3. How many principal positions have been recruited to in the 2021/22 financial year in Northern Territory government schools? How long was the average recruitment action? How long was the longest?

There were 67 principal positions that were recruited to during the 2021-22 financial year. These are positions that had selection finalised in the financial year where the position was advertised.

Total Principal Selection Processes Finalised in 2021-22	67
Average time of outcome from advertising close	34 days, <5 weeks
Longest time of outcome from advertising close	169 days, 24 weeks

All principal positions were backfilled while recruitment was underway.

4. How many principals, in total, have been recruited in Northern Territory Government Schools since 2016?

The data available is for the 2020-21, 2021-22 financial years and the 2022-23 financial year so far. Data prior to 2020 is reported in a different system and is not readily available and would require significant time to collate and provide. There were 51 principal commencements which includes employees who have commenced on multiple occasions where there is a break in service.

The data is as at 15 August 2022. It captures the number of new principal commencements for the 2020-21, 2021-22 financial years and the 2022-23 financial year so far.

5. How many principals, in total, have left their school positions through resignation, redundancy, termination, retirement, or internal transfer to a non-school based role since 2016?

Data is only available for the 2020-21, 2021-22 financial years and for the 2022-23 financial year to August 2022. Data prior to 2020 is reported in a different system and is not readily available and would require significant time to collate and provide.

There were 69 NT Government school principal separations.

The data is as at 15 August 2022. It may include employees who have had multiple employment contracts over the years.

6. How many teaching positions are currently vacant in Northern Territory Schools, and how long have they been vacant? Please specify by school.

As at 12 August 2022, there were 39 reported teacher vacancies across all NT Government schools.

The unfilled vacancies are a result of the teacher shortages that are being experienced across Australia, particularly in recruiting to specialist subject areas. Other challenges include recruiting to regional and remote locations.

For specific vacancies, see Attachment A: Current vacancies by School as at 22 August 2022

7. How many Northern Territory teachers have left their positions in the 2021/22 financial year, either through resignation, termination, retirement, or transfer to a non-school based role? Please specify by school.

In the 2021-22 financial year there were 621 classroom teachers who separated from their teaching position.

This data includes employees who have had multiple employment contracts throughout the year.

The detail by school has not been provided for privacy reasons.

8. How many teacher positions have been recruited to in the 2021/22 financial year in Northern Territory government schools? How long was the average recruitment action? How long was the longest?

In the 2021-22 financial year, there were 649 classroom teacher commencements.

This figure includes teachers who have ceased and re-commenced on different contracts within the financial year.

With school autonomy, school leaders undertake the recruitment of classroom teachers, therefore the department does not have visibility of the length of time of all recruitment actions.

The NT Government Recruitment and Selection policy recommends that selection processes be finalised within a maximum of 6 weeks from the closing date of advertising, unless there are exceptional circumstances.

9. How many current teaching positions are permanent and how many are temporary contracts?

As at 17 August 2022, there were 2,113 classroom teachers in NT Government schools. Of those, there were 899 fixed term (temporary) classroom teachers and 1,214 were ongoing (permanent) teachers.

10. How many teachers, in total, have been recruited in Northern Territory Government Schools since 2016?

The data that is available is only for the 2020-21, 2021-22 financial years and the 2022-23 financial year to August 2022. Data prior to 2020 is reported in a different system and is not readily available and would require significant time to collate and provide.

Financial Year	Number of teachers recruited
2020-21	597
2021-22	649
2022-23	114

The data is as at 15 August 2022. It will include employees who have had multiple periods of employment over the years.

11. How many teachers, in total, have left their school positions through resignation, redundancy, termination, retirement, or internal transfer to a non-school based role since 2016?

The data that is available is only for the 2020-21, 2021-22 financial years and the 2022-23 financial year to August 2022. Data prior to 2020 is reported in a different system and is not readily available and would require significant time to collate and provide.

Financial Year	Number of teacher cessations
2020-21	556
2021-22	621
2022-23	33

The data is as at 15 August 2022. It captures classroom teacher separations for the 2020-2021, 2021-22 financial year and the 2022-23 financial year so far. It includes employees who have had multiple employment contracts throughout the years. The data relating to internal transfers to non-school-based position is not available.

ATTACHMENT A - Current vacancies by School as at 22 August 2022

Vacancies reported since the last reporting period

School Name	Vacant from date	Year Level	Subject	Total
Barkly				6
Alekarengge	18/07/2022	Senior Years	General	
Alpurrurulam	22/08/2022	Primary	General	
Tennant Creek High	19/04/2022	Middle/Senior Years	STEM & Art/Woodwork	
Tennant Creek Primary	18/07/2022	Year 1	General	
Tennant Creek Primary	31/03/2022	Preschool	General	
Tennant Creek Primary	28/07/2022	Primary	Science and Technology	
Big Rivers				7
Borrooloola	08/08/2022	Primary	General	
Borrooloola	11/08/2022	Preschool	General	
Borrooloola	11/08/2022	Senior Years	General	
Kalkaringi	18/07/2022	Preschool	General	
Lajamanu	18/07/2022	Primary - Middle Years	General	
Minyerri	18/07/2022	Early Childhood	General	
Robinson River	18/07/2022	FAFT	General	
Central				17
Bradshaw Primary	18/07/2022	Preschool - Primary	Roving Release	
Bradshaw Primary	18/07/2022	Primary	General	
Bradshaw Primary	18/07/2022	Early Childhood	General	
Braitling Primary	29/04/2022	Primary	Health and PE	
Braitling Primary	25/07/2022	Preschool	General	
Centralian Middle	12/08/2022	Middle Years	Maths/Science	
Gillen Primary	28/01/2022	Preschool	General	
Larapinta Primary	04/08/2022	Primary	General	
Larapinta Primary	04/08/2022	Primary	General	
Ntaria	19/04/2022	Early Childhood	General	
Titjikala	28/01/2022	Transition - Year2	General	
Walungurru	24/01/2022	Early Childhood/ Primary	General	
Willowra	18/07/2022	Primary	General	
Willowra	18/07/2022	Middle Years	General	
Yuendumu	18/07/2022	Primary	General	
Yuendumu	21/07/2022	Primary - Middle Years	General	
Yulara	26/07/2022	Primary - Middle Years	General	
Darwin				3
Larrakeyah Primary	18/07/2022	Primary	IT/ Design & Technologies	
Nemarluk	10/06/2022	Primary	General	
NT School of Distance Ed	18/07/2022	Middle Years	Literacy/Numeracy	
East Arnhem				2
Milingimbi	18/07/2022	Preschool	General	
Milyakburra	07/02/2022	Early Childhood/Senior	General	
Top End				4
Palumpa	18/07/2022	Middle Years	General	
Peppimenarti	18/07/2022	Early Childhood	General	
Peppimenarti	18/07/2022	Other	Homelands Teacher	
Woodroffe Primary	18/05/2022	Year 3-6	General	
Total				39