

## 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.

There are no current principal vacancies in NT government schools.

2. How many Northern Territory principals have left their positions in the 2022/23 financial year to date through:
- resignation,
  - termination,
  - retirement,
  - transfer to another NT school,
  - transfer to a non-school based role?

a. Resignation*	24
b. Termination	1
c. Retirement*	–
d. Transfer to another NT School	–
e. Transfer - Corporate	–
f. Other – Contract ended	13
<b>Total separations</b>	<b>38</b>

The data is as at 7 February 2023. It may include employees who have separated and commenced on more than one occasion in the year.

\*Personal circumstances may not be reflected.

3. How many principal positions have been recruited to in the 2022/23 financial year to date in Northern Territory Government schools? How long was the average recruitment action? How long was the longest?

<b>Total Recruitments</b>	<b>24</b>
<b>Average time of outcome from advertising close</b>	<b>5 weeks</b>
<b>Longest time of outcome from advertising close</b>	<b>12 weeks*</b>

\*Noting, this is calculated to include official start time eg principal positions may be advertised and recruited to in term 3, ahead of term 1.

**4. What has been the total cost to recruit to principal position vacancies in the 2022/23 financial year to date?**

Further information is required to define “the total cost to recruit to principal vacancies” as costs could include advertising, relocation, marketing strategies etc.

**5. How many principals have been recruited in Northern Territory Government Schools in the:**

- a. 2020/21 financial year,
- b. 2021/22 financial year,
- c. 2022/23 financial year to date?

Financial Year	Number of Principals
2020/21	32
2021/22	22
2022/23	24*

*\*The data is as at 7 February 2023. It will include employees who have had multiple periods of employment over the years. The data captures new commencements under the classification of Principal Level Executive Contract and Principal Level ongoing.*

**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 3 February 2023, there were 32 reported teacher vacancies across all NT Government schools. For specific vacancies, see Attachment A.

**7. How many Northern Territory teachers have left their positions in the 2022/23 financial year to date through:**

- a. resignation,
- b. termination,
- c. retirement,
- d. transfer to another NT school,
- e. transfer to a non-school based role?

In the 2022-23 financial year, there were 209 classroom teachers who left their position through resignation, end of contract or retirement.

a. Resignation*	118
b. Termination	–
c. Retirement*	8
d. Transfer to another school	–
e. Transfer – corporate	–
Temporary Contract	83
<b>Total separations</b>	<b>209</b>

*The data is as at 7 February 2023. It may include employees who have had multiple periods of employment throughout the year.*

**8. How many teacher positions have been recruited to in the 2022/23 financial year to date in Northern Territory Government schools? How long was the average recruitment action? How long was the longest?**

In the 2022-23 financial year, there were 421 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; 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. What has been the total cost to recruit to teacher position vacancies in the 2022/23 financial year to date?**

With school autonomy, school leaders undertake the recruitment of classroom teachers to their schools.

Schools leaders can choose to advertise teaching positions via the NT Government jobs site which costs \$189.01 per job, with standalone media advertising for additional fees.

Classroom teaching positions are not required to be advertised via the NT Government jobs site and can be listed on the Teach in the Territory website with no cost to schools. This is the preferred option by schools to promote teaching positions.

Further information would be required to define “the total cost to recruit to teaching vacancies” as costs could include advertising, relocation, marketing strategies etc.

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

As at 8 February 2023, 65% of classroom teachers were permanent and 35% were temporary.

**11. How many people with teaching qualifications are currently employed in non-teaching roles in the Department of Education?**

There is no system or process to capture those employees working in corporate roles with teaching qualifications.

Recruitment to corporate positions is based on the selection criteria of the position description, and not necessarily on professional qualifications as a teacher. The merit selection process is followed to select a successful applicant and professional qualifications are not captured outside the panel report.

Attachment A – Classroom Teacher Vacancies

School Name	Start	End	Year Level	Subject
<b>Barkly: 2 vacancies</b>				
Alekarenge	ASAP	26/01/2024	Primary	General
Tennant Creek Primary	ASAP	26/01/2024	Primary	Homelands Teacher
<b>Big Rivers: 8 vacancies</b>				
Casuarina Street Primary	ASAP	26/01/2024	Primary	General
Clyde Fenton Primary	ASAP	26/01/2024	Early Childhood	General
Katherine High	ASAP	26/01/2024	Middle/Senior Years	Health and PE
Katherine School of The Air	ASAP	23/12/2023	Primary	General
Katherine South Primary	ASAP	26/01/2024	Early Childhood/ Primary	General
MacFarlane Primary	ASAP	3/10/2023	Early Childhood	General
Minyerri	ASAP	26/01/2024	Y T-12	Music and Art/Health & PE Release
Pine Creek	ASAP	26/01/2024	Early Childhood	General
<b>Central: 10 vacancies</b>				
Alcoota	ASAP	26/01/2024	Early Childhood/ Primary	General
Bonya	ASAP	26/01/2024	Y T-12	General
Bradshaw Primary	ASAP	28/01/2024	Primary	General
Bradshaw Primary	ASAP	28/01/2024	Primary	General
Imanpa	ASAP	29/01/2024	Primary	General
Larapinta Primary	ASAP	27/01/2024	Primary	General
Larapinta Primary	ASAP	27/01/2024	Primary	Music
Larapinta Primary	ASAP	27/01/2024	Early Childhood/ Primary	Special Education
Larapinta Primary	ASAP	27/01/2024	Primary	General
Mbunghara	ASAP	26/01/2024	Early Childhood/ Primary	General
<b>Darwin: 5 vacancies</b>				
Alawa Primary	ASAP	26/01/2024	Primary	Art/ Health & PE
Darwin High	ASAP	26/01/2024	Senior Years	Design Technology and Engineering
Dripstone Middle	ASAP	26/01/2024	Middle Years	Special Education
Nightcliff Middle	ASAP	26/01/2024	Middle Years	English
Nightcliff Middle	ASAP	26/01/2024	Middle Years	English
<b>East Arnhem: 1 vacancy</b>				
Alyarrmandumanja Umbakumba	ASAP	6/04/2023	Primary	General
<b>Top End: 6 vacancies</b>				
Howard Springs Primary	ASAP	26/01/2024	Primary	General
Palmerston	ASAP	26/01/2024	Senior Years	Health and PE
Taminmin	ASAP	26/01/2024	Middle/Senior Years	English
Taminmin	ASAP	26/01/2024	Middle/Senior Years	Maths/Science
Taminmin	ASAP	26/01/2024	Middle/Senior Years	Art/Ceramic
Taminmin	ASAP	26/01/2024	Middle/Senior Years	Music