

STATE OF OUR TAFES

AEU Victorian Branch

Survey results

November 2017



SURVEY TOPLINES: STATE OF OUR TAFES SURVEY

The AEU Victoria surveyed **495 TAFE teachers** from across Victorian TAFEs

- TAFE teachers reported working on average 6.8 hours of unpaid overtime per week, the equivalent of working almost an entire extra day for free.
- Teachers reported significant concern about high teaching workloads and excessive administrative duties. Other key concerns included lack of job security and low levels of pay.
- **More than half of TAFE teachers reported their teaching workload had increased over the last 12 months:**
"A five day week is now taught over four days. There are few resources to support the teaching load, which means teachers have to start from scratch with their own materials. There is no money for curriculum support."
- **Over 90% of TAFE teachers reported their administrative workload had increased over the last 12 months, with 60% saying this workload has increased significantly:**
'Administrative tasks have trebled due to compliance procedures imposed by the Institute. These tasks fall to teachers with little support offered.'
- Almost 90% of TAFE teachers reported staffing levels had stayed the same or decreased despite them having to manage an increased teaching and administrative workload.
- **Over 90% of TAFE teachers reported that the level of administrative support available to them to do their job has stayed the same or decreased.**
- More than 75% of TAFE teachers say that work-related stress levels have increased, with almost one-third reporting that work related stress has increased a lot.
- **Over 75% of TAFE teachers said they had considered leaving their job in the last 12 months:**
"Poor pay, increased workload, low morale and job security."
- Nearly 60% of TAFE teachers reported that there had been hours shaved off their classes' nominal course hours, allocating less time for direct contact with students. However, over 90% of teachers reported never being consulted about the health and safety issues associated with shaving hours from their course.
- **Nearly 95% of teachers reported being required to make sure students continued to cover all that is required for their courses despite course shaving** – these same teachers were also concerned that reduced contact time would adversely affect students by making it more difficult for them to complete their studies:
"Cannot cover enough appropriate content to make sure students are competent and have sufficient knowledge to gain employment."
- **Over 85% of teachers believed the quality of education delivered at their TAFE was being affected by lack of funding.**

State of Our TAFES 2017

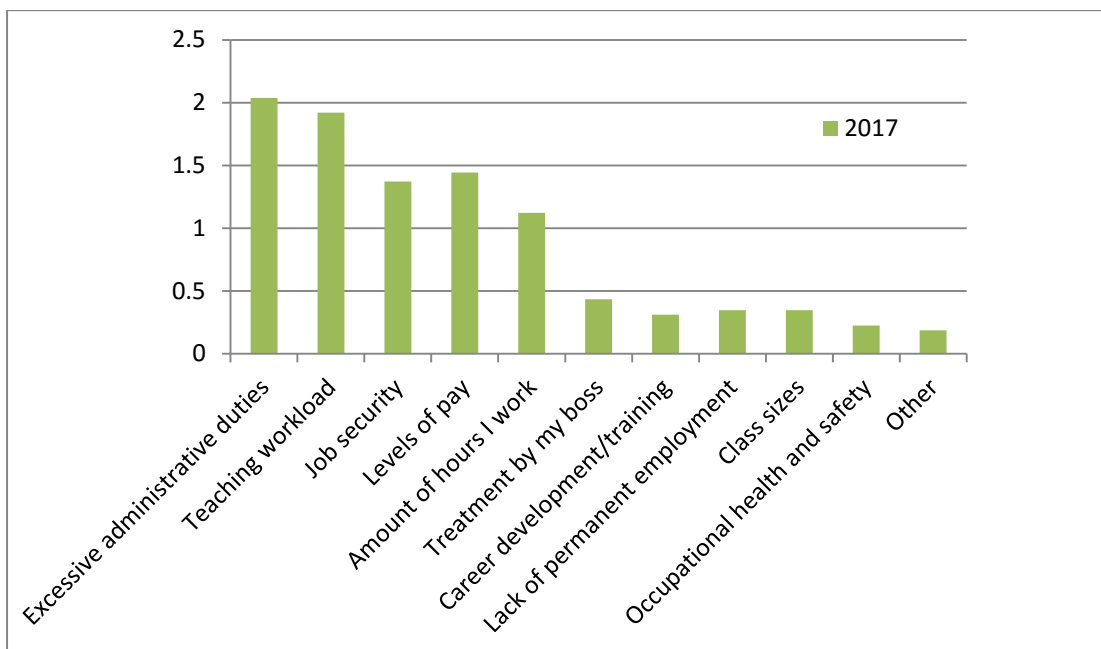
Hours of Work - Paid hours and actual hours

Average paid hours	33.5
Average actual hours	40.3
Average actual hours – full time employees	44.7

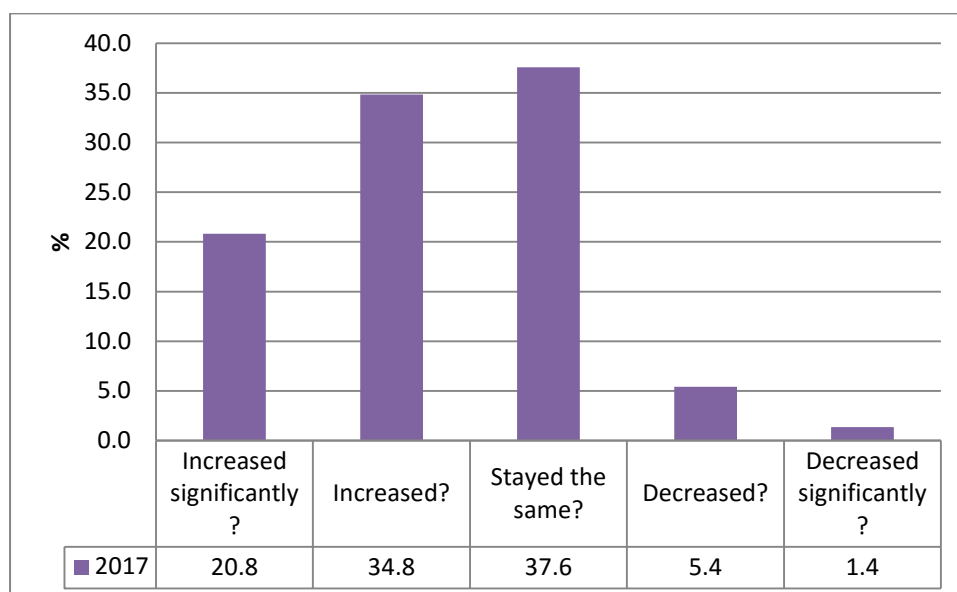
Gender

Female	225	45.64%
Male	268	54.36%

1. What are the four main issues you are most concerned about at work? Number 4 to 1 with 4 being the issue with which you are most concerned (average score).



2. In the last 12 months has your teaching workload



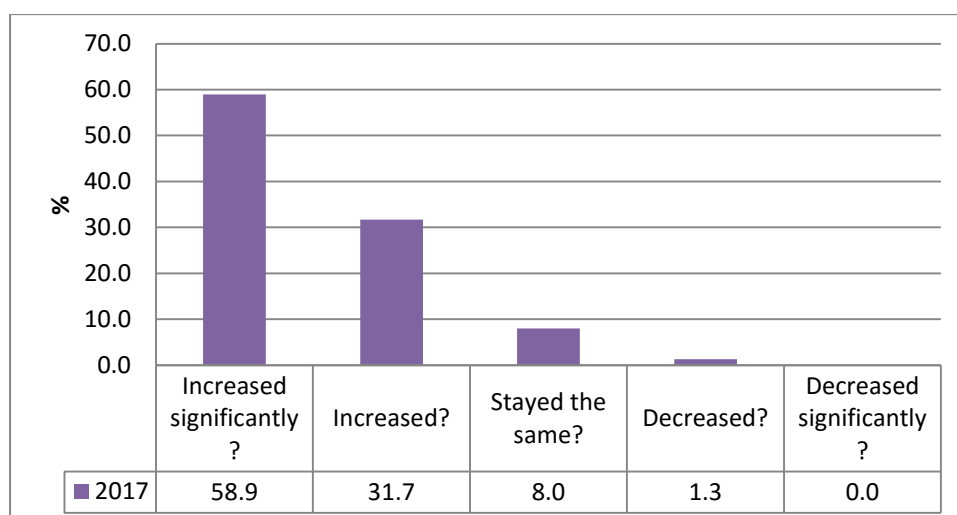
2a. If there has been a change in your teaching workload, what is the main reason for this change?

‘A five day week is now taught over 4 days. There are few resources to support the teaching load, which means teachers have to start from scratch with their own materials. There is no money for curriculum support.’

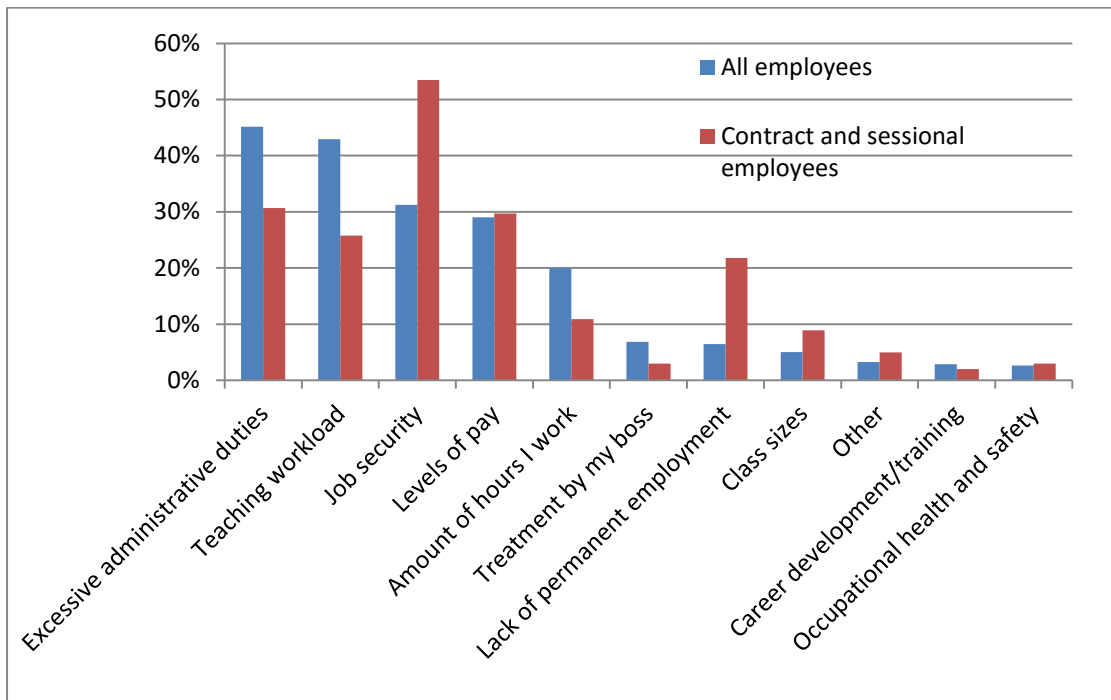
‘Added admin tasks and shaved nominal delivery hours.’

‘Increased number of students, no increase in allowances or permanent staff.’

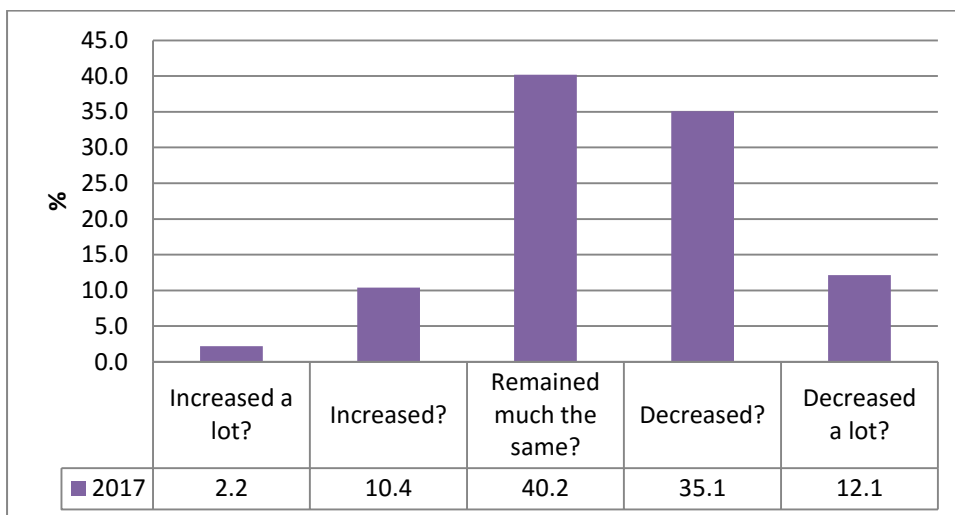
3. In the last 12 months has your administrative workload



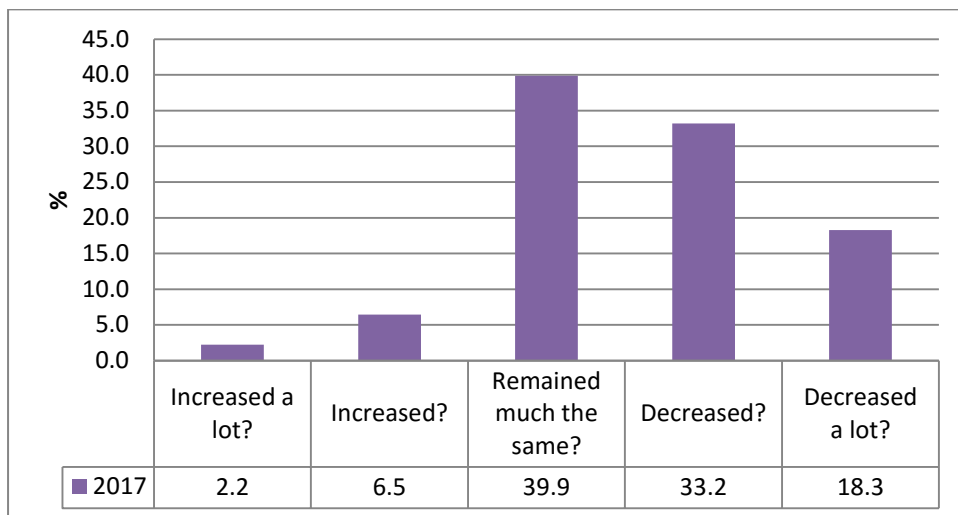
4. What are the four main issues you are most concerned about at work? Number 4 to 1 with 4 being the issue with which you are most concerned (percentage of respondents selecting 4 or 3 by employment mode).



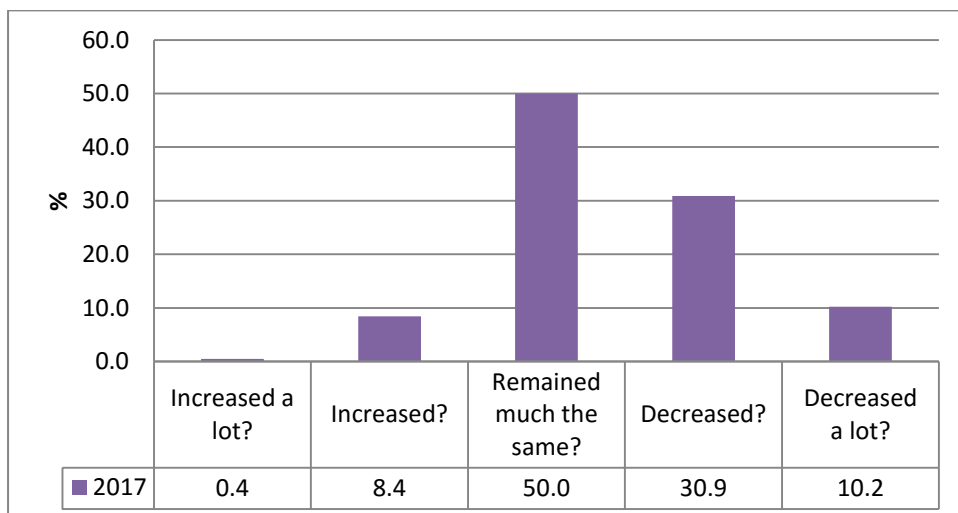
5. In the last 12 months have staffing levels in your area



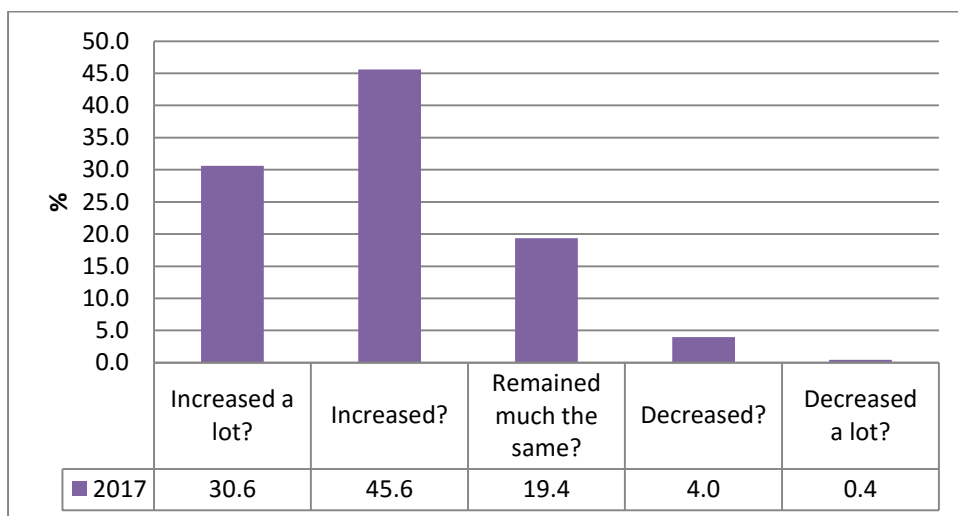
6. In the last 12 months has the level of administrative support available to you to do your job



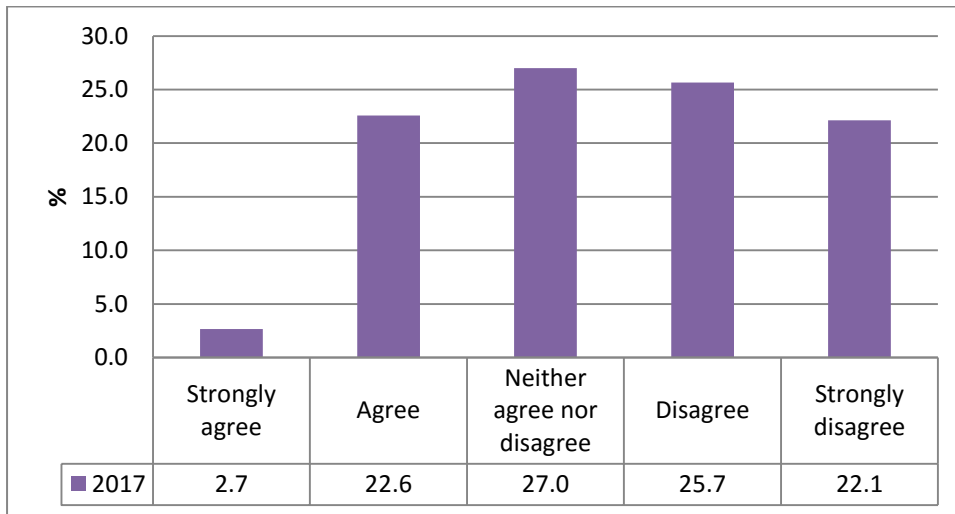
7. In the last 12 months has the level of management support available to you to do your job



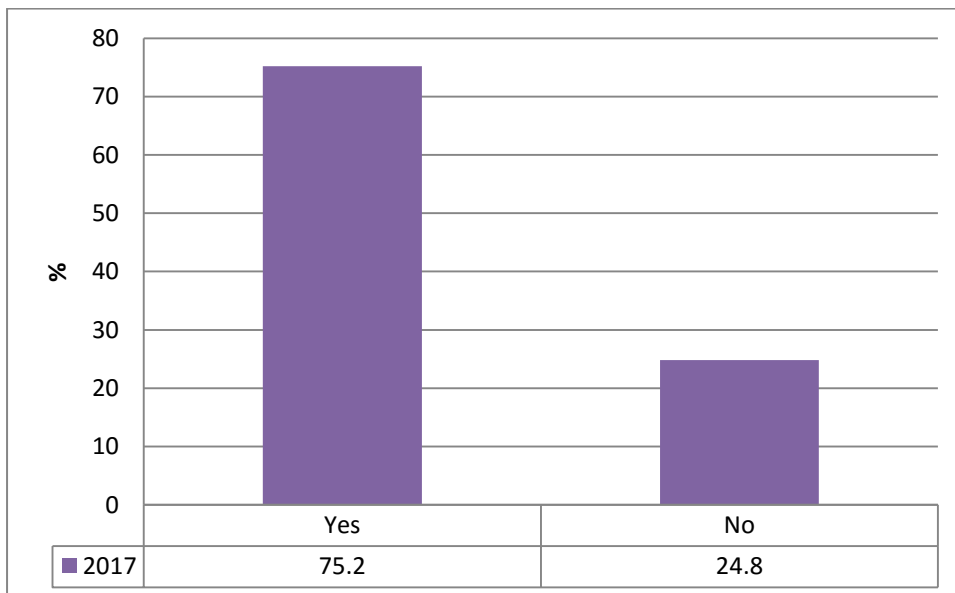
8. Compared to 12 months ago, work-related stress levels have



9. Please provide the most appropriate response to the following statement: "I feel valued by my employer for the work I am doing".



10. Have you considered leaving your job in the last 12 months?



10a. Why have you considered leaving your job?

‘Poor pay, increased workload, low morale and job security.’

‘Because I am studying to enter the high school system, a system that pays higher wages with better conditions.’

‘I am beyond the point of spending much of my working week doing futile administrative work, while my teaching and vocational expertise goes unacknowledged.’

‘I feel that I am not supported to support my teachers in their roles. There is constant pressure from management for teachers to do more and more and minimal understanding that teachers are working 10-12 hour days and working weekends and getting paid poorly for a 38 hour week.’

'There is a lack of job security due to talks about the institute running at a loss.'

'No job security. Always feel threatened that I may not have a job each year.'

'The number of hours; my effective per-hour pay is nowhere near the level I should be receiving.'

'Workload, stress and a feeling of going backwards financially.'

10b. If you are considering leaving your job, what would encourage you to stay?

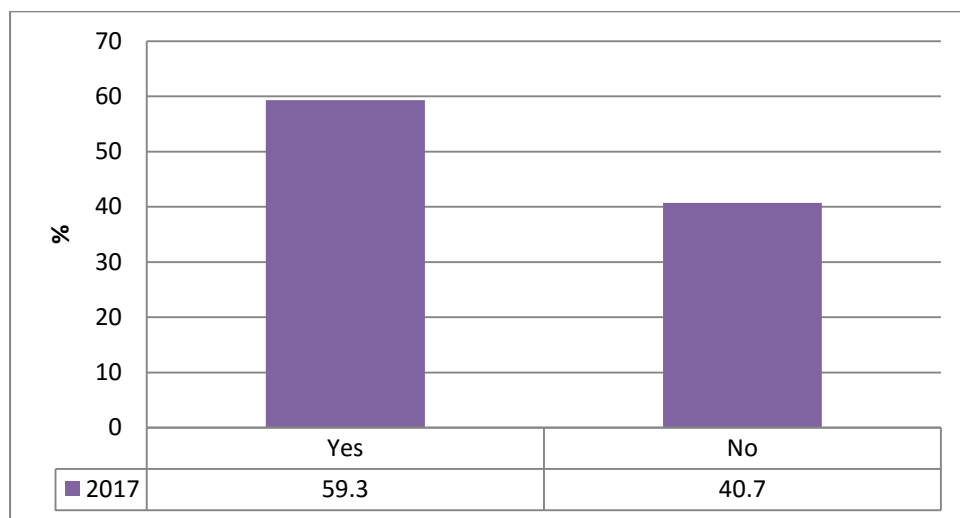
'Less paperwork and more time on developing better training outcomes than compliance issues.'

'Permanent employment with some say over my teaching duties, and also some genuine appreciation or recognition for my skills and expertise.'

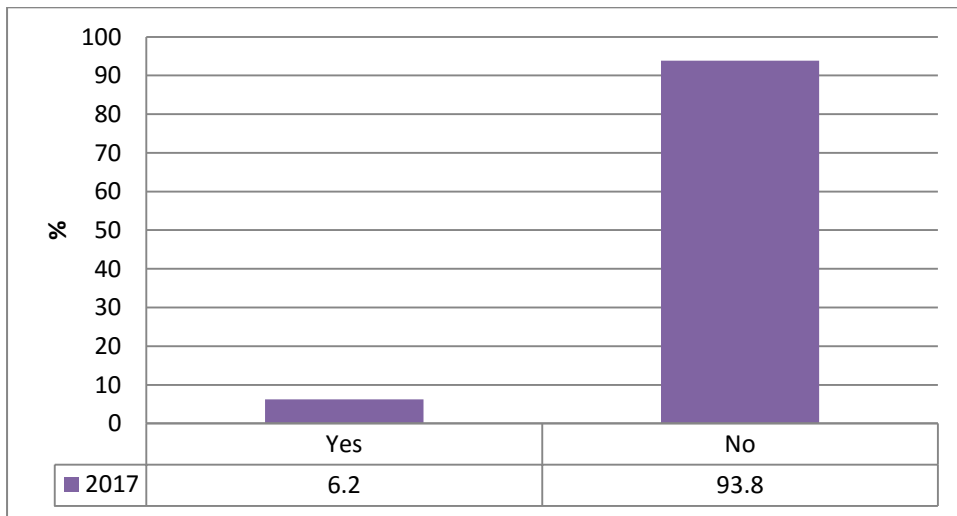
'Less compliance smaller classes and a pay rise.'

'Relief from some of the admin activity. It's ridiculous that they pay me to complete admin tasks when they could be completed by another specialized staff person and leave me to teach. A pay increase to indicate to the community the value of TAFE teachers and the role they play in changing the lives of the students that they work with and also to attract quality staff to work and stay in TAFE'

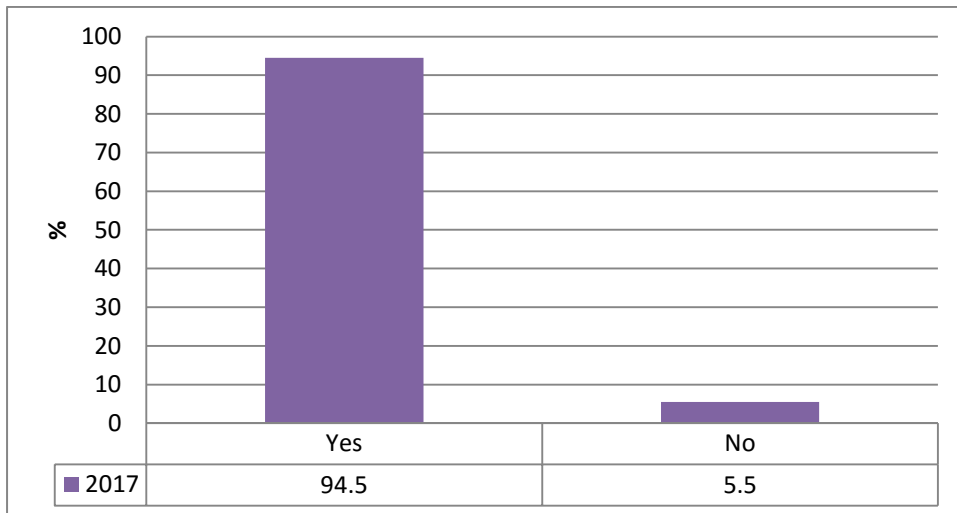
11. TAFE Institutes are shaving more and more hours off the delivery of courses and teachers are being allocated less and less time in direct contact with students to cover the course content. Have you had hours shaved off the nominal hours for the course you are involved in?



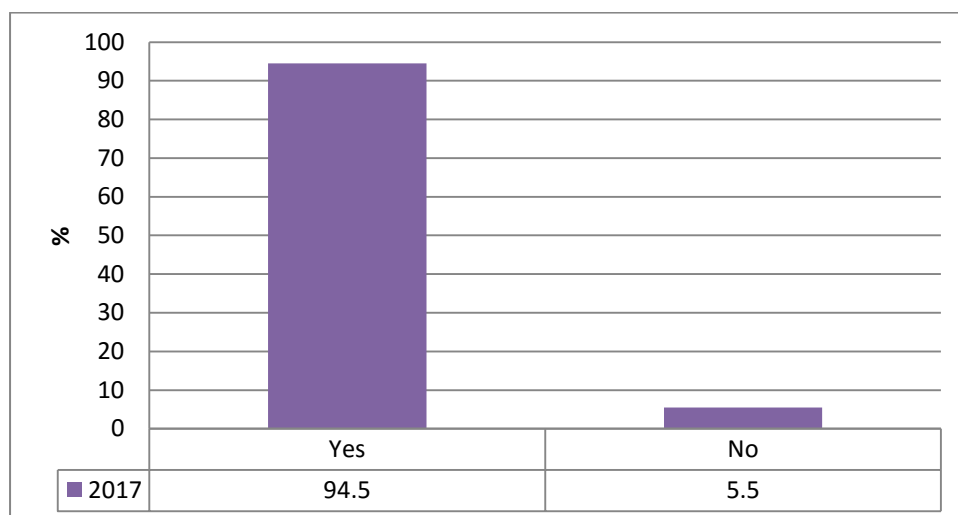
12. Have you ever been consulted about the health and safety issues associated with the shaving of hours from the areas you are responsible for?



13. Are you required to make sure that students still cover all that is required for their studies?



14. Do you think that reduced contact time will make it more difficult for students to successfully complete their studies?



14a. Any comments on the impact of course shaving?

'Cannot cover enough appropriate content to make sure students are competent and have sufficient knowledge to gain employment.'

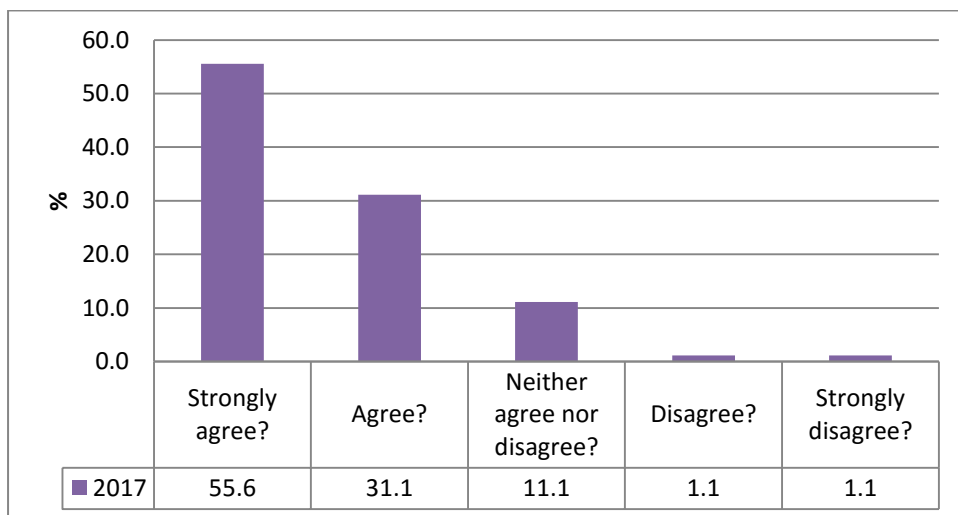
'When I first started here at TAFE 13 years ago we delivered close to the nominal hours for my units and the course took 2 years. It is now done in 1 year at a faster pace for the teacher and student. The students have disabilities and it is not to their benefit to fast track it. Staff are trying to fit assessments in half the amount of time. It increases their workloads and administration and resulting with no increases in the proportion of admin.'

'We don't have time to cover everything and are forced to teach to the top end students' level and the ones who need help just get further behind.'

'Management dictates that students enrol in as many units as possible purely to get more income. Teachers are then expected to train and assess two or three units in one day - the only way for this to occur is to cut lots of corners from the teaching. If a permanent staff member says 'no' to this, management just gets a sessional to do it because they will never say no.'

'[Course shaving leads to] Fewer skills, less opportunity to learn underpinning theory, less confidence, poor integration of concepts and practice (I try!).'

15. Please provide the most appropriate response to the following statement: "The quality of education that my TAFE is delivering is being affected by a lack of funding".



Meredith Peace
AEU Victorian branch president

Gillian Robertson
AEU Victorian branch secretary

