

Question on Notice

No. 971

Asked on 1 September 2022

MR S ANDREW ASKED MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON G GRACE)

QUESTION:

Will the Minister advise (a) the current number of teacher vacancies in Queensland (reported separately by school region and subject area), (b) the number of teachers who have resigned or retired from the Queensland education system since 1 July 2021, for whatever reason and (c) the process by which individual teachers' circumstances and responses were taken into account on a case by case basis, prior to the department taking disciplinary action against them for their failure to follow 'Employment Direction 1/22 – COVID-19 Vaccinations'?

ANSWER:

In relation to part (a), a summary of current teacher vacancies by region, school and subject area as at 5 September 2022, is provided in **Attachment 1**. The total teacher vacancies of 425 equates to less than 1% of the teacher workforce (headcount).

In relation to part (b), as at June 2022, for the 2021–22 financial year, 2211 teachers resigned or retired, according to Minimum Obligatory Human Resource Information (MOHRI) data.

With regards to the department carrying out disciplinary action for teachers who did not follow the *Employment Direction 1/22 – COVID-19 Vaccinations* (Employment Direction), the department has followed the requirements of Chapter 6 of the *Public Service Act 2008*, and the processes outlined in *Discipline Directive 14/20* and the principles of natural justice.

The factors taken into consideration by the decision maker in determining an appropriate and proportionate disciplinary action for each individual teacher's case included:

- the objective facts pertaining to the non-compliance with the Employment Direction;
- the seriousness of the disciplinary finding;
- the employee's classification level and/or expected level of awareness about their performance or conduct obligations;
- whether extenuating or mitigating circumstances applied to the employee's actions;
- the employee's overall work record including previous management interventions and/or disciplinary proceedings;
- the employee's explanation (if any);
- the degree of risk to the health and safety of employees, customers and members of the public;
- the impact on the employee's ability to perform the duties of their position;
- the employee's potential for modified behaviour in the work unit or elsewhere;
- the impact a financial penalty may have on the employee;
- the cumulative impact that a reduction in classification and/or pay-point may have on the employee; and
- the likely impact the disciplinary action will have on public and customer confidence in the unit/agency and its proportionality to the gravity of the disciplinary finding.

After considering all these factors, the decision maker determined if a disciplinary penalty should be imposed, and if so, what was a reasonable and proportionate penalty.

ATTACHMENT 1

Current teacher vacancies by region, school and subject area as at 5 September 2022

Key Learning Area	Central Queensland	Darling Downs South West	Far North Queensland	Metropolitan	North Coast	North Queensland	South East	TOTAL
Primary	18	8	5	51	3	20	15	120
English	9	2	5	10	17	1	5	49
Technologies	5	4	3	8	19	4	4	47
Specialist Areas	7	2	4	11	6	3	13	46
Mathematics	8	6	0	9	14	5	3	45
Health and Physical Education	5	1	4	6	6	3	5	30
Science	1	3	0	7	6	4	3	24
The Arts	5	0	0	8	6	3	1	23
General / DRT / LRT	1	7	3	0	0	2	1	14
Humanities and Social Sciences	2	0	4	6	0	1	0	13
Languages	1	1	0	2	6	1	0	11
Instrumental Music	1	0	0	0	1	1	0	3
TOTAL	63	34	28	118	84	48	50	425