



Online submission					
First name	Sally		Surname	Morris	
Age	34	Gender	Female	State	NSW
Occupation (if available)	Primary school teacher				
Text of submission	<p>I'm a 34 year old primary teacher, female, married, small mortgage on a very cheap property as a means to enter the property market which I cannot otherwise afford or get financed for. I have two children and live in a home owned by my mother in exchange for carrying out renovations. I'm in the NSW Teacher's Federation.</p> <p>I'm currently employed for the year at a local primary school teaching a year 2 class. This is full time and my only job. The job is temporary on a fixed term agreement. The pay is steady, although significantly less than I would get if I achieved permanency, due to a loophole used by the government to underpay temporaries who do a mix of casual and temp work for them (primarily affecting childbearing women like myself who have to leave temp positions and then re-engage via casual work through necessity). The loop hole is that they refuse to recognise the casual work I do for them as pertinent to my experience level, and refuse to recognise my temp work in relation to my experience level when working casual, which currently sees me 6 thousand K prorata out of pocket when working in either system... which disparity will increase with more work in both systems. If I were to achieve permanency they suddenly find the experience relevant and adjust pay accordingly. Seems a blatant discrimination against young childbearing women but I can't get the union to take it seriously, though they say they're aware and disapprove. The Ombudsman's hands are tied due to it be public service NSW.</p> <p>My workplace is largely a mix of temps like me and permanent staff with job stability. Temps have to take on many extra duties, for example I am a computer coordinator and spend many extra hours each week, often each day fixing, setting up computers and troubleshooting problems for staff, as trying to make myself indispensable improves my chances of being offered work next year which is by no means assured. I feel very nervous about whether I'll get work as the boss is changing and the one coming has historically tended to offer work to people in an ad hoc fashion. Whoever are close at hand at the time the need strikes. About a quarter of workers are in a similar position, along with a host of casuals who tend to be preferred for short term appointments at the school.</p>				

	<p>Yes I certainly am very disinclined to complain about conditions or bullying because I do not wish to be known as a complainer and miss out on work being renewed. I have not received OH&S training but I would be happy to speak out about any problems that were physical hazards.</p> <p>My position is very insecure and I have historically not had access to maternity pay, leave etc as my contracts were slightly under that which would have made me eligible when I had my babies i.e. one continuous year of temp.</p> <p>AS a casual I have missed out on a lot of professional development. Now that I'm temporary I'm getting more. There are not many opportunities for promotion as I'm not permanent. I have access to sick leave as a temp, annual leave and family and carer's leave, but not as a casual. As a casual, due to the number of weeks I can't work due to term breaks, I earn significantly less as well as missing out on these benefits. I have not accessed charity but I find money very hard to manage and often run out of basics and have to do without. Getting the mortgage for 60K was a big achievement as I was previously rejected on bigger loans due to insecure work status. I cannot afford items like new clothing and have very limited wardrobe - all work clothes, no recreation clothes. I find the work hours I keep to be excessive, largely due to the awareness that I need to be seen to do more in order to be more likely to be offered more work. I am stressed and miss out on seeing my children - I am gone from 8-6 each day, plus there is additional work that I do at night, marking, and occasionally I go in to work on weekends to perform computer coordinator jobs or catch up on classwork I've missed due to computer jobs. I would love to have permanency and the safeguards and peace of mind it represents, along with more opportunity to focus on my class and less on impressing the right people. Equal pay would make a difference, along with a fairer path to permanency.</p>
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This submission was received online at the Inquiry's web site:

<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>

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