

Appendix A: Excerpts in scope

1. Written submission from Orewa College to Teacher Supply Working Group - 9 May 2016

Money is now a real issue. Teachers cannot afford the rentals and house prices around the city.

2. Notes from Kelston Girls meeting for Teacher Supply Working Group - 16 May 2016

The impression of these principals is that teachers are leaving Auckland for the provinces.

They said that they have people who are leaving Auckland. If a young teacher doesn't want to live in their parents' house, they have to do that.

A number of principals, mostly of the higher decile schools, spoke a lot about differential pay for Auckland. My impression was that pay is a more significant factor for Auckland teachers than other areas in the country.

An Auckland specific issue that came up is about the challenges to 'quality' and commitment that comes from living a long way from the school where you work. It is difficult to be a committed teacher in Auckland if you don't live close to the school because of travel times. Only the older teachers live close to schools, but the young teachers have to live miles away (two hour commutes!) and this has a significant impact on their ability to be engaged with the school.

There was a suggestion in regards to this, that the MoE has an opportunity to be engaged with the special housing areas – a suggestion that the MoE can assist teachers with rental/mortgage assistance for new housing areas close to schools, or get developers to put aside low cost houses for teachers and other essential public service workers.

3. Auckland Eastern and Southern Meeting of Teacher Working Supply - 16 May 2016

Auckland

One school has lost three middle leadership people in less than a year to positions in regional areas – good for regions, not for Auckland. They moved specifically because they can then live – they have young families, the affordability, the lifestyle. One left teaching on maternity, others sought jobs elsewhere. Slightly less pay for one but they can live and live well, which they can't in Auckland.

This is reflected by primary staff consistently leaving to regions. One salary in regions can outdo two in Auckland.

Many teachers moving out of Auckland are going to places like Tauranga etc. One principal knows of 4 who have gone into regions for affordability – one with a young family, one starting a family.

Tried recruiting to Auckland from Waikato but they won't move. Don't get good field. Some younger teachers won't travel – too far. Though do have one or two travelling from this area of Auckland. Housing is cheaper in their part of South Auckland but people still won't move. Think they are worried if they move down they won't be able to afford to get back, but management units are not enough. They don't attract them.

A school slightly close to Auckland – people will drive to them, distance matters. They have 30 staff houses on campus – subsidised rental and that helps a lot. \$280 for 2 bedroom on site. Seven were employed in the last year and all but 2 went into staff houses. The availability goes into their ads, but applicants still enquire. However, in their new campus they won't be building houses because they are a nightmare to manage. If we could offer subsidised housing it would be a big help.

HoDs from small communities won't move out to come to Auckland.

Auckland allowance – but that would make it harder for other regions to get teachers and the issue of Aucklanders making large net gains from property.

Teachers have high equity in their houses and are chasing in and leaving.

4. St Dominics College Written Submission to the Teacher Supply Working Group (no date)

- a) What are the perceived pressures around teacher supply that are common to schools in your area, to schools of a similar profile and more generally across schools?

As an Auckland school we face the pressure of house prices and/or the cost of renting, traffic issues in getting to work and this contributes to the quality of work/ life balance that ensues...

5. Education Report: Actions for the Schooling Workforce - 2 August 2016

Executive summary

Principals and sector groups report that supply pressures are especially acute in Auckland as the economy is growing strongly and broader pressures are emerging, eg transport and infrastructure, cost of living and housing prices.

Principals see this reflected in the falling number of applicants for teaching roles.