INDEPENDENT
INQUIRY into
Insecure Work

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Online submission					
First name	Nathan		**Surname**	Clarke	
Age	28	**Gender**	Male	**State**	QLD
Occupation (if available)	teacher				

Text of submission	I am 28 years old and rent with my wife. I have worked casual position since high school and have only just received my first "permanent" position starting in 2012. Many times have I asked for full time work in various industries but have been denied most times, not knowing how many hours you will be working per week (or being guaranteed hours). Because of this paying bills is always uncertain and can make life very stressful.
	Because of the uncertainty of where our next pay check is coming from, my wife and I have been unable to start a family. Even though I am a hard reliable worker who knows what I'm doing (and usually over qualified for my positions) work has never been certain, because businesses and employers no longer value these things. Employees are just another figure on their bottom line. We are not people who have families and needs. We are expendable. Ethics has declined into an "economical commodity" where employees no longer have any value.
	Even after I started teaching last year I was placed on a contract with Education Queensland. This was a 6 month contract. Upon being hired I was told that there would be a permanent position at the school after 6 months which they were using as a probationary period. This was a convenient lie for the school. After 6 months I was kept on, but was only given another 1 term contract, instead of the promised permanency. And again my contract was renewed for the last term of school. 1 years worth of work, while they strung me along with hollow promises of a permanent position.
	This year which started so well, with the promise of a permanent position became one of the most stressful years of my life as I was strung along by one lie after another, not knowing if in another 10 weeks I would be employed. Because of this I jumped through hoops for the school, trying to prove my worth. Yet at the end of the year, I was told that there was no position for me because they had overstaffed in a different department. This seems more like poor management and yet the workers are the ones who suffer (while said managers usually get a pay rise or bonus half the time).

	I have worked hard ever since I was 14. Trained for positions (including tafe study etc) and then had under qualified people been given the position over me. People who have worked less time and even in some cases been terrible at the job be promoted over me due to favouritism. I have learnt that to achieve anything in Australia you have to be lazy, dumb and terrible at what you do. If you stand out too much by being good at what you do, you end up fired because people are scared that you can do their job better than they can (which in most cases is true).
	Work in Australia definitely needs to be more secure. There needs to be legislation in place that prevents businesses from making hollow promises that they have no intention of keeping. If a school says you have a 6 month probationary period then a permanent position, then that needs to be upheld. In teaching there is a massive backlog of staff who are on some form of long term leave that are taking the permanent positions away from new and beginning teachers. Meaning job security is scarce in teaching at the moment. It is not an enjoyable industry to be in at the moment as you have no idea of where you might be in a few weeks or if you will even have work, because some 70 year old (should be retired) teacher has taken stress leave instead of retiring. People are abusing the systems and that makes other more reliable people suffer.