

The top 10 key findings in your state:

1. 40 ECEC educators from the Northern Territory (NT) responded to our nationwide March survey of almost 4000 educators.
2. Educator retention and turnover will be a major problem for NT in the near future. 43% of NT educators told us they intend to leave the sector long term. It is concerning that almost half (47%) of these educators intend to leave the sector within the next three years.
3. The best and brightest educators in the NT are the most likely to leave the sector. A third of educators currently upskilling to an Early Childhood Teacher (ECT) degree intend to leave the sector in the long-term.
4. Like educators across Australia, educators in the NT told us that the top three reasons they want to leave the sector are:
 - ‘Excessive workload and insufficient time to provide quality ECEC’ (59%)
 - ‘Low pay – I can’t afford to stay’ (47%)
 - ‘Feeling undervalued’ (41%)
5. Of the NT educators who do intend to stay in the sector 43% say that they think about leaving ‘all the time’ or ‘most of the time’.
6. Almost a third (31%) of NT educators would not recommend a career in the sector.
7. The workforce crisis is at breaking point in the NT:
 - Understaffing is rampant with a shocking 85% of educators saying that their centres are understaffed. This is 20% more than the national figure.
 - Almost two-thirds (63%) of educators surveyed say that their workload has increased ‘greatly’ in the last few years.
 - Educators are not able to take leave when sick. Over two thirds of educators (68%) said they ‘often’ felt pressured to avoid taking leave and 63% also said that they had come to work when sick or stayed at work after becoming sick due to staff shortages.
 - Over 90% of educators said they were concerned with ‘under-the-roof’ ratios. 88% of educators also agreed that they compromise quality ECEC for children and 90% agreed that they compromise children’s safety and wellbeing.
8. Low pay is putting severe financial stress on early educators in the NT. Almost two-thirds (60%) of educators surveyed said they ‘always’ or ‘often’ worry about their financial situation, and 79% of said they would find it difficult to cover an unexpected, emergency \$400 expense.
9. The impact of all these issues – high turnover, understaffing, excessive workload, and low pay – is compromising the care and education of children in the NT every day:
 - 83% of educators say they feel they do not have sufficient time to provide children with the quality ECEC they need, a figure that is significantly higher than the national rate (77%).
 - Over half (54%) of educators report feeling rushed when performing key caring and/or educational tasks.
 - A majority of educators ‘strongly agreed’ that increased workload has compromised their ability to provide high quality early learning to children (73%) and to provide them with the emotional support they need for their wellbeing (72%).
10. NT educators in their own words on overwork, stress, low pay and their impact on children and educator mental health:
 - “In the last few years not enough time is focused on the children because of our workloads. The job has become more stressful – we work extra hours everyday trying to get the paperwork, cleaning, planning, daily activities, and daily reflections, individual observations done. We hardly get programming time anymore due to staff shortages, and I do a lot of my paperwork at home in my own time. It’s just getting so stressful.”
 - “I love my job, but the job is demand and the workload is overwhelming. Worse, we are underpaid and undervalued by employers and the Government.”