



16 October 2025

Repairing teacher wellbeing will take more than wellness seminars and relaxation sessions

The latest international [research](#) has confirmed what IEU members have been warning about for years - Australian teachers are drowning under administrative workloads and excessive red tape. The safety and wellbeing of school staff are central to a high-quality education system, and urgent action is needed on the key drivers of teacher wellbeing.

Study after study has highlighted the growing crisis of workplace stress and burnout in schools. Australian teachers report significantly [higher levels of work-related stress](#) and poorer mental health than their international peers. 64.6% of Australian teachers experience stress in their work “quite a bit” or “a lot”, compared to an OECD average 48.6%.

While the federal government is [working with the profession](#) in an attempt to tackle teacher recruitment and retention challenges, the reality is that we need a major investment by school employers to address the [five key factors behind teacher wellbeing](#):

1. **Job satisfaction for teachers and school leaders**
2. **Sustainable workloads**
3. **Financial stability through fair pay**
4. **Mental and physical health**
5. **Professional autonomy and teacher discretion**

Ultimately, employers must work with their staff and unions to deliver these outcomes. [Employer hostility](#) at the bargaining table only undermines genuine efforts to repair the teaching profession.

The path back to a respected and valued profession isn't another wellness seminar or motivational speaker – it's about respecting teachers, reducing workloads, and paying them fairly.