

## 2017 AEU NT Branch Conference Decisions

### Enterprise Bargaining – teachers

#### *Salaries*

1. That this Conference calls on the Department of Education to commit to maintaining the salaries and conditions for Northern Territory teachers at the highest level nationally to attract and maintain quality educators.

#### *Permanency*

2. That this AEU(NT) Conference confirms our ongoing support for permanent employment as the preferred mode of employment in the NTPS. We consequently express our outrage at the incompetence and bad faith of the NT Government and Department of Education in the process of permanent appointment for teachers and educators. Further, we demand the development and implementation of improved policy and processes in open consultation with the AEU(NT).
3. That this AEUNT Conference calls on the Labor Government to honour its pre-election promise to increase the percentage of Permanent Teachers in the Northern Territory. Furthermore, that the Full-time Officers follow this up with the appropriate people in the government and communicate any response back to AEUNT members.
4. That this AEU Conference requests the Full Time Officers to demand from the Commissioner for Public Employment that after 12 months continuous contract employment, a staff member be offered permanency.

#### *Workloads*

5. This Conference directs the AEU NT to make the reduction of teacher workloads a priority to this EBA.
6. That this Conference asks the AEU NT Executive to direct the Department of Education to make workloads comparable across senior schools within the regions.
7. This Conference asks the AEU NT Executive to direct the Department to specify the teaching load of senior and executive teachers so that the workload disparity between the two does not fall back onto classroom teachers.

#### *Non-contact time*

8. That this Conference directs the FTO's to negotiate an increase in non-contact time in the upcoming EBA for Teaching Principals.
9. That this conference directs the AEU to negotiate contact hours to be 21:20 for all, primary, secondary and special school teachers.

#### *Early career teachers*

10. That this Conference directs the FTO's to seek further allowance of time for new teachers to engage in mentoring/ probation processes.

### *Class sizes*

11. That this AEU NT conference directs the FTO's to ensure that when negotiating the new Enterprise Agreement, a reduction in the overall class size cap from 27 to 25 should be aimed for in order to provide the healthiest workplace and best education outcomes practicable.
12. That this conference directs the AEU NT FTO's to define the maximum class size by enrolment rather than students present.
13. That this conference directs the AEU NT FTOs to negotiate for the adoption of the "enrolled students" definition of class sizes in our EBA.
14. That this Conference directs the FTO's to request the Department of Education to limit class sizes in remote communities to 20 students.
15. That this Conference directs the AEU NT to return the student to teacher ratio implemented before 2012, in regards to senior high schools.
16. That this Conference request the FTO's negotiate with the Department of Education to reduce the number of children in T-3 classes from 27 to 22 in order to give more individual attention to all students in class. That this reduction in class size takes effect as of the beginning of 2018.

### *Selection panels*

17. That this AEU(NT) Conference directs the FTO/ Executive/ Negotiating team to ensure AEU(NT) representation on all teacher grade, (CT, ST, EPL, and ECPL) and education based (SAO1, SAO2) selection panels by an addendum to the upcoming Teachers and Educators Agreement, through an exchange of letters between the OCPE and AEU(NT).

### *Principals*

18. That this AEU(NT) Conference expresses its outrage at the use of out of Enterprise Agreement fixed period positions for qualified teachers (EPL 2, 3, 4 & 5) and demands that they be included within the upcoming Teachers and Educators Enterprise Agreement.

### *Maintenance of conditions*

19. That the AEU Executive are directed to ensure that when negotiating the new agreement, the conditions of new employees are protected as strongly as the conditions of ongoing employees. This is considered important to resist gradual erosion of conditions taking place with staff.

### *Personal leave*

20. That this Conference includes the following increases to sick leave in the EBA log of claims:  
Category 3 : 20 days (additional 5), Category 2 : 18 days (additional 3) and Category 1 : 17 days (additional 2)
21. That this conference directs the FTOs request the DoE Chief Executive to provide sick leave entitlement to all contract teachers in their first year of employment at a government school in the NT according to their contract length at the time of employment, not as is current practice, leave accumulated based on the number of days they previously worked.

### *Relocation*

22. That this conference direct the AEU to negotiate with the DoE to ensure that all contract teachers be provided a minimum relocation and return allowance to include partner, dependents and freight.

### *Office-based staff*

23. That this conference recognise that office-based personnel need better incentives as follows:

- Permanency.
- School-based conditions i.e. school holidays or be given time in lieu as office staff.
- Travel allowance for “day” travel and that FTOs negotiate to this effect.

### *Assistant teachers*

24. That this conference directs the FTO’s to negotiate with the DoE that Indigenous staff assistant teachers are given the same paid non-contact times as classroom teachers to undertake planning, discuss curriculum delivery and assess students competencies particularly in Bilingual schools.

25. That this AEU NT Conference directs the FTO’s to investigate what has happened to the career pathways that used to be in place for Aboriginal and Torres Strait Islander teachers (through BIITE). Furthermore, this Conference directs the FTO’s to request the Department of Education provide detailed information outlining how they are practically supporting an increase in the number of registered teachers who identify as Aboriginal and Torres Strait Islander (including funding and appropriate paid time allowances for study). Furthermore, that feedback is provided to all AEU NT members of any outcomes.

### **School support staff**

26. That this conference directs the FTO’s to negotiate in the upcoming EBAs for SESOs and AIEWs to have the same start up days at the start of the school year as in the Teachers and Educators Agreement.

27. That this Conference directs the FTO’s to negotiate in the upcoming EBAs that SESOs and AIEWs are to be moved over to the Teachers and Educators Agreement.

28. That this Conference directs the FTO’s to address with the OCPE in EA negotiations the situation where SESOs are not paid the Special Education Allowance so that SESOs are paid this allowance as teachers already are.

29. That this conference directs the FTO’s to meet with the Department of Education to get the First Aid Allowance back for all SESOs.

30. That this Conference directs the AEU NT Enterprise Agreement negotiators to place priority on increasing preschool assistant wages, so that it reflects the unique performed, as well the requirement to hold specific qualifications or be in the process of gaining those qualifications.

31. That the FTO’s investigate the expectation that AOs come back to school one day before teachers return to duties. This is not consistent across the Northern Territory. AOs would request the Executive to investigate this situation and what can be done about it.

## **Resourcing and global school budgets**

32. That this AEU NT Conference directs the AEU(NT) EA Negotiating team to demand the Department of Education to fund staffing allocations centrally, rather than it coming from global school budgets.
33. That this AEU(NT) conference directs the FTO's to lobby DET to affect changes to the way Global budgeting is decided and give increased funding on low socio economic grounds, special needs and remote settings.
34. That this AEU NT Conference rejects the 'Effective enrolment' funding model and demands a formula based on enrolment and identified school needs for example SEN not attendance.
35. That this AEU NT Conference directs the FTO's to lobby the Northern Territory Government to provide a timeline for the implementation of Gonski in the Northern Territory.
36. That this Conference directs the FTO's to urge the Department of Education to centrally fund staff business days, rather than have it come from the Global School Budgets. Furthermore, that feedback is provided to all AEU NT members of any outcomes.
37. That this AEU(NT) Conference directs the FTO's to request the Department of Education to urgently address the issue of the high turnover of Teaching Principals in remote schools through creating Small Schools Teams led by a principal in each region to provide ongoing support to small schools.
38. That this Conference directs the FTO's to request the Department of Education to fund a 0.5 administrative position for all teaching principals.
39. That this Conference request the FTO's to negotiate with the Department of Education to employ full time assistants in all T-3 classes in order to provide the best possible educational outcomes. Further, that these extra staff be employed as from the beginning of 2018.
40. That this conference directs the AEU to negotiate with the DoE that transport, including drivers, be provided for remote locations, outside of the global budget so that there is adequate access for all students, including disabled.
41. That this AEU NT Conference directs the AEU NT Enterprise Agreement negotiators to place a priority on increasing resources supplied by the Department of Education to schools to support students who are not reaching literacy and or numeracy benchmarks and are not included under the Special Needs categories. Further, that this includes increasing counselling support (notably in primary schools) to meeting the social and emotional needs of students.

## **Remote entitlements**

42. That this AEU NT conference request that parameters around remote study leave approval are examined and altered if necessary to ensure that the choice of study reflects the future professional needs of the teacher not the particular school. Further, that these alterations be included in the EBA log of claims.
43. That this Conference calls on the Department of Education to ensure timely automatic payment of all entitlements including but not limited to the annual "remote retention payment" at the time they fall due.
44. That this AEU(NT) Conference request that the FTO's lobby the Department of Education for remote contract school principals and senior administration officers, working in schools, to be entitled to remote allowances on the same basis as remote teachers.
45. That this AEU NT Conference requests the FTO's provide practical support to any AEU NT member who is employed by the Department of Education as a local recruit and are being

denied housing or other entitlements under this clause to challenge the validity of this clause under the Anti-Discrimination Act. Furthermore, that feedback is provided to all AEU NT members of any outcomes.

46. That this AEU NT Conference requests that the FTO's lobby OCPE for review of remote categories to ensure parity, without disadvantage to existing entitlements, of remote entitlements, e.g. remote incentive, teacher special class allowances due the differences in services in different remote locations.

### **Special education and special needs**

47. That this conference directs the FTOs to request the Department of Education to consult with teaching staff in special education settings to construct a transparent and targeted funding model for these schools and that this model takes in to account student and individual support needs, transience factors impacting on student numbers and the complex environmental needs of these settings.
48. That the Department of Education considers providing greater assistance with diagnosis and ongoing support for students with trauma and Foetal Alcohol Syndrome Disorder (FASD).
49. That this AEU(NT) Conference directs the FTO's to lobby the Department of Education to provide special needs funding to schools outside of the global budget.
50. That this Conference directs the FTO's to insist that the Department of Education provide alternative learning centres in Darwin, Palmerston, Katherine, Tennant Creek, Nhulunbuy and Alice Springs to cater for students who have been excluded from their normal school. That these learning centres will operate to enable students to continue with lessons on numeracy and literacy and that attendance to the learning centre is compulsory.
51. That this conference directs the FTO's to lobby DET to fix the backlog in special educational needs assessment as many of our students are not being diagnosed because the way the process is undertaken is too expensive and takes too long. This means many students do not receive the support they need and their education is consequently being neglected.
52. That this Conference request that remote schools have an independent Special Needs Unit with the required specialised staff.
53. That this conference directs the FTO's to lobby DET to increase the current funding for special needs student support programmes to the 2004 levels.
54. That this Conference directs the FTOs to request the DoE Chief Executive urgently provide funds for schools requiring a re-engagement class for students who have not attended school on a regular basis and who have very low literacy, numeracy and social skills.
55. That this conference directs the FTOs to request the DoE Chief Executive urgently provide detailed information on the number of current full time and part time school counsellors employed, vacancies that exist in each region and the processes in place to replace these vacant school counsellor positions, Further, that the DoE provide detailed information on their intentions to increase the number of counsellors in line with the growing population and need.
56. That this conference directs FTOs to lobby DoE to fill vacant positions for student support advisors/ para-professionals, in a reasonable and timely manner.

## **Housing**

57. That the AEU NT demand that Territory Housing take responsibility for ensuring remote teacher houses are in a clean, tidy and habitable condition before new tenants take up residence.
58. The AEU NT conference demands that the Department of Housing ensure parity with other areas of government (e.g. Police) in the standard of and access to remote housing.
59. That this AEU NT Conference requests that the FTO's develop a Memorandum of Understanding with Territory Housing that a service level agreement for housing shall be developed.

## **Indigenous education**

60. That this Conference urgently address with the Department of Education Transition Support Unit (TSU) issues surrounding secondary aged students still not enrolled in schooling, particularly a cohort that have returned to community having chosen to return home after difficulties settling in.

## **Early childhood**

61. That this conference directs the EBA negotiators to place a priority on increasing the Preschool Teacher In Charge (TIC) Allowance so that it reflects the massive increase in their workload and responsibilities due to national compliancy, ensuring DoE instructs Principals that this allowance is compulsory and is to be automatically paid. Further, that the FTOs seek representation on the DoE, early childhood panel/ committee currently writing the JD's for preschool teachers, preschool assistants and preschool teachers in charge, in response to the increased workload and responsibilities placed on these staff.
62. That this Conference directs the FTO's to request the Department of Education Chief Executive urgently address with the Department of Prime Minister and Cabinet the current crisis with pre-school/ childcare facilities in remote communities remaining closed.

## **Occupational violence and WHS**

63. That this Conference instructs the FTOs to review and renew their efforts to ensure that all teachers are able to work in a safe environment free of violence from both students and parents. Further, that in this the FTOs should approach senior management at Department of Education and seek to work closely with them to create Territory-wide policy and practice that ensures consistency across all workplaces in protecting teachers while recognising the needs of vulnerable students.
64. That this conference directs the FTOs to request the DoE Chief Executive urgently rectifies the lack of security and safety of teachers/ staff working in schools after school hours and provide funding to ensure adequate safety for teachers/ staff. Further, that an independent safety audit is carried out and a report provided on all schools by a reputable body such as the police for the DoE to provide funding according to the outcome of the report.

## **Consultation**

65. That this Conference ask the AEU(NT) FTO's to tell the department that they must work with school council & community to appoint new leadership to remote school..

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66. That this Conference directs the FTO's to approach DET to lobby for more respect of initiatives coming from schools instead of top-down direction coming from outside the NT education sector.

### **Assessment and reporting**

67. That this Conference directs the FTOs to, on behalf of teachers, reject the complex reporting systems for teachers in comprehensive schools.

### **Territory Families agency**

68. That this Conference directs the AEU NT Full Time Officers to seek improvement in the services offered by the NT Department of Territory Families. To take teacher's complaints about this agency to their management and to advocate for a more transparent working relationship with teachers and better outcomes for children.

### **School year**

69. That the AEU NT full time officer lobby the Department of Education to have the school holiday returned to the format of 6:1:4:1 weeks between terms as soon as possible instead of the 6:1:3:2 format which is due to operate as from 2018.

### **Registration**

70. That this conference directs the FTO to raise the profile of remote assistant teachers to ensure their required qualifications, which are set out by DoE, are recognised and allow them to be registered with the NT TRB as assistant teachers thus providing them with voting rights on school boards and councils as school representatives.