



Teacher and Assistant Teacher Enterprise Bargaining 2021

AEU NT – Log of Claims

24 June 2021

Salaries

- The AEU NT will not endorse any offer incorporating a pay freeze – this includes the current offer of annual \$1000 taxable retention payments not indexed to salaries.
- We will negotiate in good faith to reach a salaries outcome that ensures NTPS Classroom teachers remain the highest paid in Australia over the life of the agreement.

Secure employment

- Seek agreement between the parties on a new comprehensive framework on managing ongoing employment of classroom teachers, consistent with Employment Instruction 1.
- Update the current Security of Employment clause accordingly to align with the Department's policy framework.
- Teachers to be offered the opportunity to convert to permanent employment after 12 months of continuous fixed-term contract employment unless a case can be made as to why position should remain temporary (eg backfilling, fluctuating enrolments).
- Agreed target of at least 80% of classroom teachers across the system to be employed ongoing; provision of data on a quarterly basis and formation of a joint oversight committee.
- All schools be required to participate in a permanency process at least once per annum.

Staffing

- Reintroduction of centrally funded relief teachers in hard-to-staff towns and remote areas to ensure staff absences can be covered and that staff in these locations have access to PD.

Preschool teacher-in-charge

- Increase minimum NCT per week to six hours.
- Increase the allowance of a teacher-in-charge of a preschool with one teacher to the equivalent level of a teacher-in-charge of a preschool with two teachers.

Non-contact time

- Minimum NCT to be increased to 5 hours and 20 minutes for all preschool, primary and special education teachers, to ensure parity with secondary teachers.
- Special education teachers working in secondary settings to receive NCT parity with secondary teachers.
- Clarification of NCT entitlements for teachers of secondary aged children working in remote schools.

Class sizes and ratios

- Cap the number of EALD students at 10 in any class context.
- Reduce class sizes to a maximum of 21 where students are performing more than two years below their year level.

- Introduce a student weighting for the purposes of calculating maximum class sizes, using NCCD data such that students with a disability be counted as more than one student for class size purposes.
- Reference in the agreement of ratios in special education settings.

Personal Leave

- Personal leave balances to be increased based on categories of remoteness: 17 days for Category 1 employees, 18 days for Category 2 and 20 days for Category 3.

COVID-specific provisions

- Introduction of flexible work arrangements allowing the opportunity to employees directed to self-isolate or quarantine to work remotely.

Allowances

- Employees attending school camps to be eligible for travel allowance.

Union rights

- Release for Executive members to attend to duties.
- Guarantee of access to payroll deduction for collection of union fees.
- A minimum of one hour per week of release from regular duties for union representatives in workplaces with 10 or more employees to carry out their role.

Probation/Early career teachers

- Introduction of a new clause on supporting early career teachers (ECTs). ECTs to be granted an additional one hour of release time per week in their first three years of employment to work with a designated mentor and to complete probation and registration requirements.
- Examine probation processes to ensure better alignment between PSEMA requirements and teacher registration requirements. Consideration of status of fixed-term employees and need for access to additional mentoring and support.

Workload and Wellbeing

- Acknowledge in the agreement the Department's Teacher Wellbeing Strategy and commitment to work with the union and employees to address these issues as well as a more general commitment in terms of a process regarding workload reduction strategies.
- Review of current Workloads clause with a view to giving greater emphasis on addressing excessive workload as a collective rather than merely an individual problem.

Fixed-period teachers

- Introduction of "reasonable notice" periods for contract teachers to be informed whether they will be offered a new contract.
- Newly recruited fixed period teachers to commence one week before the beginning of the school term to ensure they have time to prepare and attend orientation.
- Clarification of access to paid parental leave for fixed period employees.

Assistant teachers

- Allow greater flexibility for ATs to progress through their incremental scale based on experience and demonstration of competence rather than merely via obtaining additional qualifications.

- Commitment from DoE to complete the review of AT roles and responsibilities (on hold for past two years).

Remote localities

- Introduction of a new clause allowing employees to claim reimbursement for damage to personal vehicles resulting from harsh remote road conditions.
- Commitment to a review of Determination 8 of 2015 including potential to revise process of accrual of Special Study Leave points so that employees can accrue points pro rata based on time spent working in remote localities rather than simply calculating points accrual based on their residence.
- Request a review of Study Leave application process so that employees may apply for leave prior to obtaining the necessary points to be eligible.
- Introduction of an allowance for classroom teachers working in Homeland Learning Centres in recognition of the additional responsibilities these employees are required to undertake.
- Agreement to a review of the Department's Business Days policy to ensure consistency with the agreement.
- Increase the Remote Retention Payment to \$10,000 p.a.
- Change accrual process of FOILS such that they are cumulative over the employment period rather than expiring at the end of each year.
- Increase annual FOIL entitlement by one per year for each remote category.

Housing

- Reference to a binding service-level agreement on housing (to be developed between the parties and other relevant agencies).
- Introduction of an accommodation allowance for employees residing in Katherine township in lieu of current head leasing arrangements and temporary enhanced relocation allowance.

Special Leave Without Pay

- Insert clause detailing rights; currently entirely discretionary, no right to cut short period of leave.

Principals

- Incorporate the outcomes of the Principal Classification Review into the new agreement, with reference to relevant Determination(s) as appropriate.

Professional development

- Introduce an additional student-free professional development day per year for staff working in special education schools, annexes and settings to take account of additional PD requirements in these settings.

NTPS core provisions

- Incorporate as appropriate agreed outcomes from general agreement negotiations.

We reserve the right to make additional claims and counter-claims throughout the negotiation process.