



Notes from the AEU Bargaining Team on the Employer's Proposal for a New Teacher and Assistant Teacher Enterprise Agreement

GENERAL REMARKS

The proposal is the outcome of a 10-month bargaining period where both parties took a collaborative rather than a positional approach. This made negotiations less adversarial, and the union was a partner in writing the draft of the new enterprise agreement.

The starting point for the union was our log of claims. For the employer, it was the NTPS Wages Policy and certain efficiencies driven by NT Treasury and the Department of Education. Some matters are NTPS-wide provisions (known as the "common core"), which the employer has established in the recent NT General public service agreement, which it then sought to automatically transfer to teachers. Those matters include improvements to parental leave and the introduction of domestic violence leave. The one erosion of conditions imposed on teachers as a result of the NTPS-wide efficiencies is the loss of the NT Allowance. However, the allowance is grandfathered, so employees who currently receive it will continue to receive it.

The union negotiated significant improvements to pay and conditions for NT educators, and successfully resisted the employer's attempts to erode teachers' conditions. Things such as compulsory PD days during stand down, and an attempt to reconfigure recreation leave and stand down to encourage teachers to return to work early, were tabled by the employer and eventually withdrawn as a result of the union's opposition. Unfortunately, the employer wants to eliminate the flexibility allowance for Centralian Senior College teachers, arguing that the flexible work hours and arrangements for which the allowance was designed are no longer in place.

KEY IMPROVEMENTS

Salary

2.5% per annum for four years backdated to 12 October, 2017 will make NT teachers the best paid in the country. This fulfils the motion on salaries carried at Conference last year.

Teacher permanency

One of the big ticket items for this round of enterprise bargaining. The current permanency project, which has converted 188 teachers from fixed period contracts to ongoing employment since the end of last year, will become the norm. We expect that up to 300 additional teachers may be converted by the end of this year. The Department's permanency project is referenced in the new agreement and the union has had significant input in shaping this policy. An expanded Security of Employment clause creates avenues of appeal for employees who believe they have been employed on fixed-period contracts for an excessive length of time.

Teacher transfer framework

Support for a system of teacher transfers will now be a guaranteed entitlement. Detail of procedure will be in policy negotiated between DoE and AEU.

Special (remote) study leave

Referenced in the EA for the first time, with commitment to consult with union on changes to policy. Actual policy to remain under control of DoE – but entitlement to accrue points now enshrined in EA rather than just a Commissioner's Determination.

Teacher Responsibilities guide

Commitment to review the Guide during the life of the Agreement. Matters covered by TRG now able to be disputed as far as conciliation at the Fair Work Commission, which means the content of the Guide,

which covers important working conditions such as maximum face-to-face hours, is now effectively part of our Enterprise Agreement.

Personal leave

Staff on contracts will now commence with five days of personal leave rather than two, meaning if employees get sick early in a contract they are more likely to have enough paid leave to cover their absence.

Parental leave

Employees on parental leave will have their superannuation paid for the first 12 months of parental leave. For families where both partners are NTPS employees, parental leave will be able to be shared flexibly.

Domestic and Family Violence

New clause providing an entitlement to leave for employees experiencing Domestic and Family Violence.

Cultural and Ceremonial Leave

New clause allowing an employee up to five days unpaid cultural leave for cultural or ceremonial obligations.

Workplace consultative committees

Employees and the AEU now have the capacity to request the establishment of consultative committees in workplaces with more than 10 employees.

HALT

Removal of requirement that Lead Teacher allowance will only be paid to approved teachers working in designated schools.

Pre-School Teacher in Charge allowance

A 50% increase in the allowance forms part of the offer.

Dispute settlement clause

Now allows for the AEU to lodge disputes over certain matters not in the EA – Teacher Responsibilities, Employment Instruction 1, and PSEMA By-Laws. This partially fulfils our goal of bringing more of teachers' working conditions into the EA.

Higher duties allowance

Executive Principals (EPLs) explicitly brought under umbrella of our EA for the first time. Important material and symbolic win for principal members.

Management of change

Two-stage consultation with employees and the AEU now applies where major change is proposed – before the proposed change as well as after.

Union rights

Greatly expanded clause which contains many more rights and protections for our sub-branch reps.

Performance Planning and Review

A new clause providing more clarity on performance management processes. This represents an improvement and will make it harder for managers to unfairly target teachers for underperformance.

Non-Contact Time

Entitlement is now spelled out for all categories of teacher for the first time.

NEW PAY RATES proposed in 1 May 2018 offer letter from Commissioner

Figures calculated by spreadsheet; every care taken but we cannot provide assurance they are completely accurate)

	Current Rates (From 11 Oct 2016)	From First Pay after 12 Oct 2017	From First Pay after 12 Oct 2018	From First Pay after 12 Oct 2019	From First Pay after 12 Oct 2020
Assistant Teacher					
Level 1	\$46,806	\$47,976	\$49,176	\$50,405	\$51,665
Level 2	\$50,977	\$52,251	\$53,558	\$54,897	\$56,269
Level 3	\$54,603	\$55,968	\$57,367	\$58,801	\$60,271
Level 4	\$60,382	\$61,892	\$63,439	\$65,025	\$66,650
Level 5	\$65,092	\$66,719	\$68,387	\$70,097	\$71,849
Classroom Teacher					
CT1	\$69,801	\$71,546	\$73,335	\$75,168	\$77,047
CT2	\$73,302	\$75,135	\$77,013	\$78,938	\$80,912
CT3	\$76,804	\$78,724	\$80,692	\$82,710	\$84,777
CT4	\$80,304	\$82,312	\$84,369	\$86,479	\$88,641
CT5	\$83,805	\$85,900	\$88,048	\$90,249	\$92,505
CT6	\$89,601	\$91,841	\$94,137	\$96,490	\$98,903
CT7	\$93,102	\$95,430	\$97,815	\$100,261	\$102,767
CT8	\$96,603	\$99,018	\$101,494	\$104,031	\$106,632
CT9	\$100,104	\$102,607	\$105,172	\$107,801	\$110,496
Senior Teacher					
ST1	\$110,726	\$113,494	\$116,332	\$119,240	\$122,221
ST2	\$115,111	\$117,989	\$120,938	\$123,962	\$127,061
ST3	\$122,345	\$125,404	\$128,539	\$131,752	\$135,046
ST4	\$125,808	\$128,953	\$132,177	\$135,481	\$138,868
ST5	\$134,504	\$137,867	\$141,313	\$144,846	\$148,467
ST6	\$138,754	\$142,223	\$145,778	\$149,423	\$153,158
ST7	\$143,670	\$147,262	\$150,943	\$154,717	\$158,585
ST8	\$150,067	\$153,819	\$157,664	\$161,606	\$165,646
Non-Contract Principals					
TP1	\$110,726	\$113,494	\$116,332	\$119,240	\$122,221
TP2	\$115,111	\$117,989	\$120,938	\$123,962	\$127,061
PL1	\$122,345	\$125,404	\$128,539	\$131,752	\$135,046

Allowances	Curent Rates (from 11 October 2016)	Allowance per annum 12 October 2017	Allowance per annum 12 October 2018	Allowance per annum 12 October 2019	Allowance per annum 12 October 2020
Teacher in a special school	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056
Teacher of a special class	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056
Teacher in charge – one teacher school with primary classes	\$4,447	\$4,558	\$4,672	\$4,789	\$4,909
Principal of area school	\$4,447	\$4,558	\$4,672	\$4,789	\$4,909
Teacher in charge in pre-school with two or more teachers	\$4,447	\$8,894	\$9,116	\$9,344	\$9,578
Teacher in charge in pre-school with one teacher	\$2,150	\$4,300	\$4,408	\$4,518	\$4,631
Assistant Teacher in charge of a homeland centre	\$1,348	\$1,382	\$1,416	\$1,452	\$1,488
Highly Accomplished Teachers	\$10,622	\$10,888	\$11,160	\$11,439	\$11,725
Lead Teacher Allowance	\$22,242	\$22,798	\$23,368	\$23,952	\$24,551

First Aid Allowance	\$22.66	\$23.23	\$23.81	\$24.40	\$25.01
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Remote Incentive Allowance – Single Rate					
Special Category	\$1,153	\$1,182	\$1,211	\$1,242	\$1,273
Category 1	\$3,836	\$3,932	\$4,030	\$4,131	\$4,234
Category 2	\$4,476	\$4,588	\$4,703	\$4,820	\$4,941
Category 3	\$7,036	\$7,212	\$7,392	\$7,577	\$7,766
Remote Incentive Allowance – Dependant Rate					
Special Category	\$1,438	\$1,474	\$1,511	\$1,549	\$1,587
Category 1	\$4,798	\$4,918	\$5,041	\$5,167	\$5,296
Category 2	\$5,597	\$5,737	\$5,880	\$6,027	\$6,178
Category 3	\$8,794	\$9,014	\$9,239	\$9,470	\$9,707

Remote Retention Payment (\$ per annum)	
Special Category	Nil
Category 1	\$500
Category 2	\$750
Category 3	\$1,000

} No change as not counted as a "salary allowance".