

## AEU NT Member Survey Results

Teacher and assistant teacher enterprise bargaining 2021

Nearly 1000 responses were received from teachers, principals and support staff across the public education system for our 2021 member survey on enterprise bargaining.

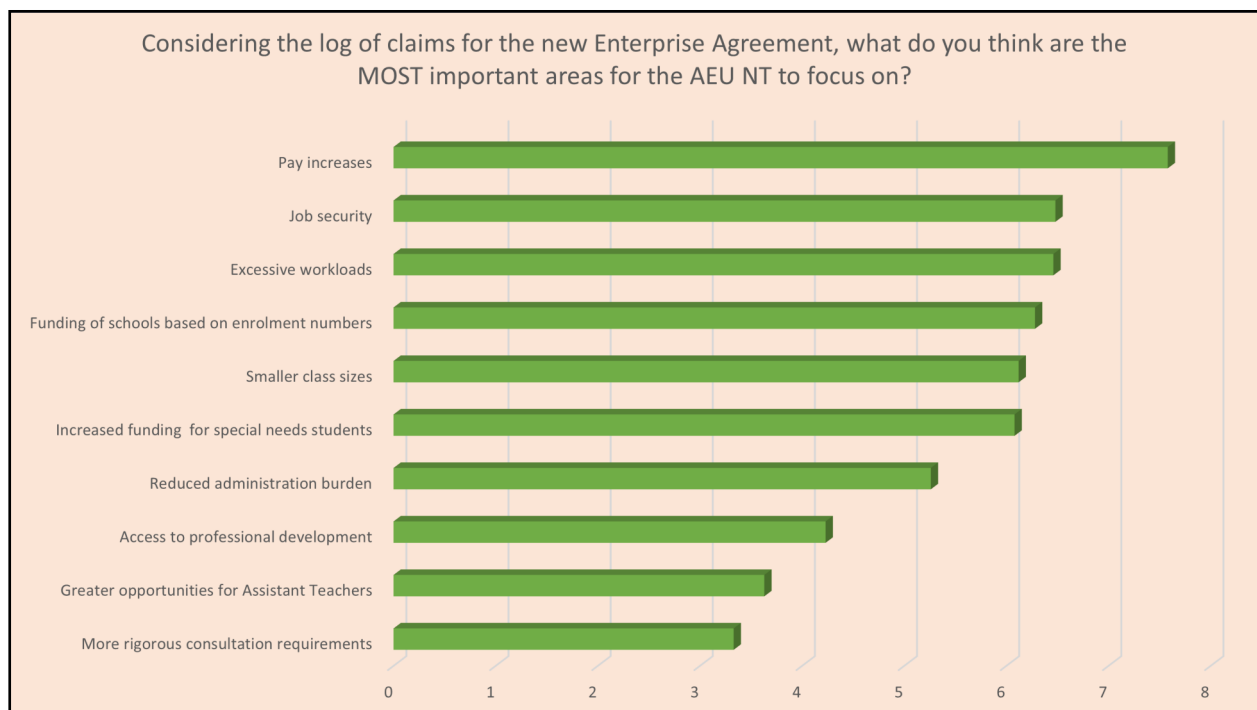
The responses paint a portrait of overworked and undervalued AEU NT members, who are committed to their critical roles as educators.

The voice of the union's membership is clear: the value of your profession, the importance of being fairly paid, and a well resourced public education system is completely absent from the Gunner Government's bargaining framework for a new agreement.

"I am a really passionate remote educator and I absolutely love my job but feel that this has nothing to do with the department I work for. I love the kids and the community but feel totally uncared for by the department and government. This latest pay freeze is just like rubbing salt into my already existing wounds. You feel so devalued - I actually don't think they care if we stay or leave." **AEU NT Remote Teacher**

"Teachers work bloody hard and deserve a pay increase. We work above and beyond the required hours and don't get paid overtime. The expectations are forever growing and to not be rewarded for that is frustrating. I also can see the challenges we have in hiring new staff and if our wages don't increase it is going to get even harder." **Teacher**

### WHAT ARE MEMBERS' MAIN PRIORITIES IN BARGAINING?



**TAKEAWAY:** A major priority for union members is pay, with nearly three quarters of respondents listing pay increases as one of most important areas for the union to focus on when negotiating a new agreement.

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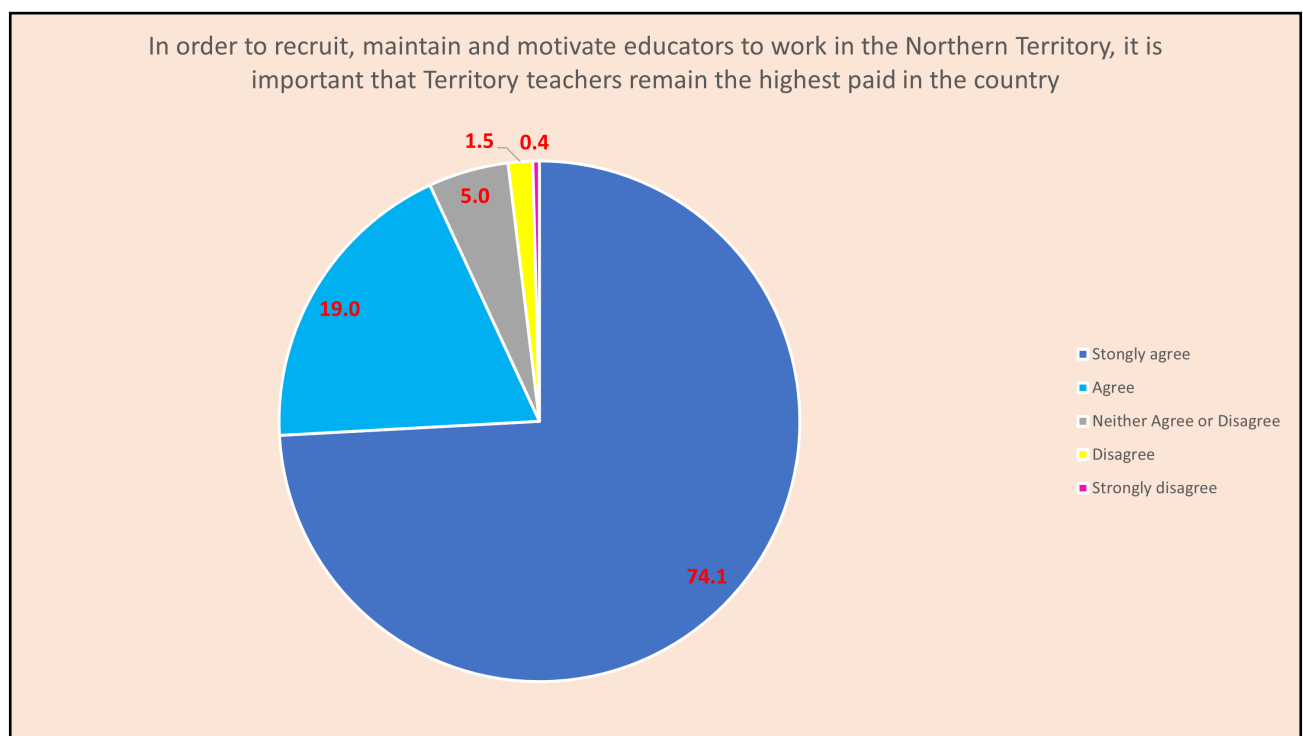
### Teacher and assistant teacher enterprise bargaining 2021

"It is a reality of life in the NT that we pay more for housing and our basic every day needs than, for instance, my family in Melbourne has to pay. People who are committed to staying will stay regardless of pay freezes but there will be many for whom this will actually mean that they will look at employment outside the NT. The public sector is the backbone of any society. They need more appreciation and support during challenging times, not less." **AEU NT Member**

"This offer is totally unacceptable and completely devalues the role of teachers and educators. It is the government's responsibility to look after its workers and this new enterprise agreement offer is government purely looking after itself. They should be ashamed. The NT has some of the most challenging schools and students in Australia and the government should be doing everything in power to encourage and look after the quality teachers we have." **Teacher**

"The inflation rate is going to increase over the next couple of years. A \$1000 a year bonus and no pay increases will put teachers financially behind as the costs of everything will increase. NT teachers will be among the lowest paid in Australia and we will not be able to retain or recruit quality teachers." **AEU NT Member**

### HOW IMPORTANT IS A FAIR AND COMPETITIVE SALARY OFFER?

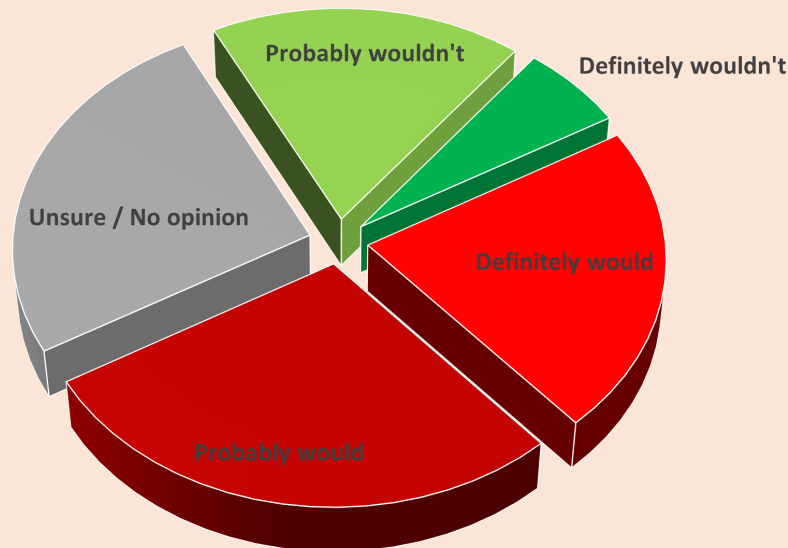


**TAKEAWAY:** *Almost all respondents (more than 90%) agree that for the future of educational outcomes and capabilities in the Northern Territory, teachers must remain the highest paid in the country.*

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### WHAT WILL EDUCATORS DO IF THE WAGE FREEZE IS UPHELD?

If the current pay offer from the NT government - an annual \$1000 retention payment - is enforced for the next 4 year period, I will be looking to find employment elsewhere



**TAKEAWAY:** *Half of all respondents will either consider or actively pursue roles elsewhere in the country as a result of the Gunner government's pay freeze.*

"I am not loyal enough to NT education to make my life miserable to maintain a career here – there are other options. If there is not a reason for me to stay in the NT such as pay or conditions, I will leave, along with many other teachers in the same position. The teachers left will be worn out, demoralized or brand new. Education in NT needs to be a government priority." **AEU NT Educator**

"The NTG Public Service pay freeze is stupid for lots of reasons – it will lead to increased turnover of teachers and school staff, which we know in turn leads to worse outcomes for students. It will be more difficult for the NT to retain teachers, particularly mid-career teachers who might look to take the next step of their careers outside the NT. Teachers, school staff and other public servants will leave the NT if their wages drop in real terms, leaving the NT economically worse off in the long run." **Member**

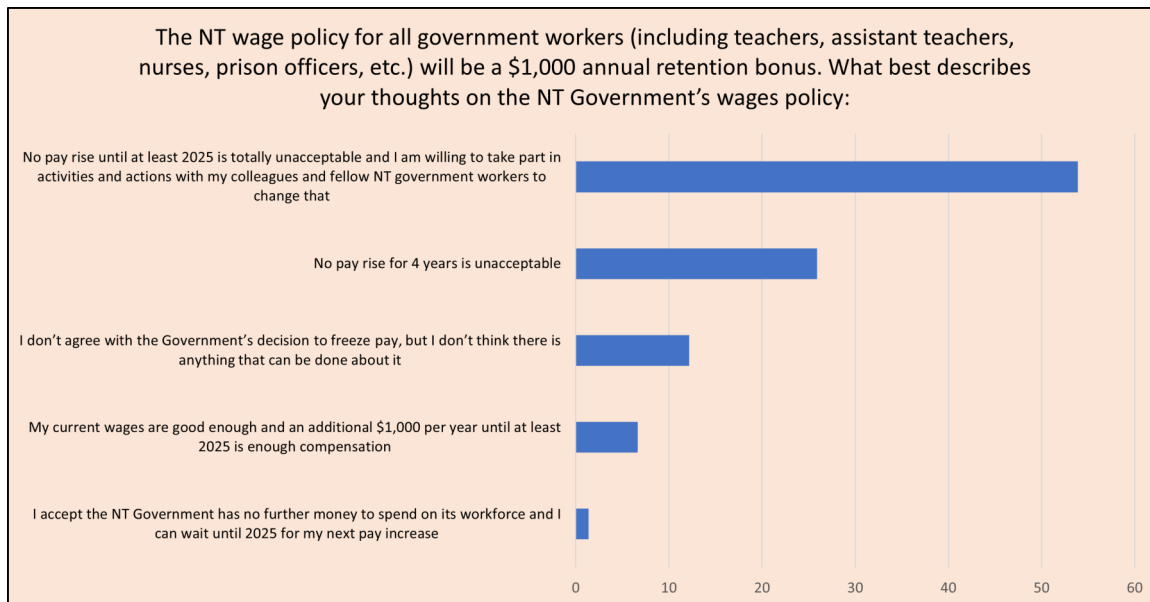
"If the government want to grow our population then they have to provide quality services that want to make families come and make them stay - quality teachers are a huge part of that service". **Member**

"Regional schools like Katherine High School are in a perpetual crisis. Our members are ready to fight for the rights of teachers and students for inclusive and equal education opportunities, teacher pay and fair and safe conditions of work". **Member**

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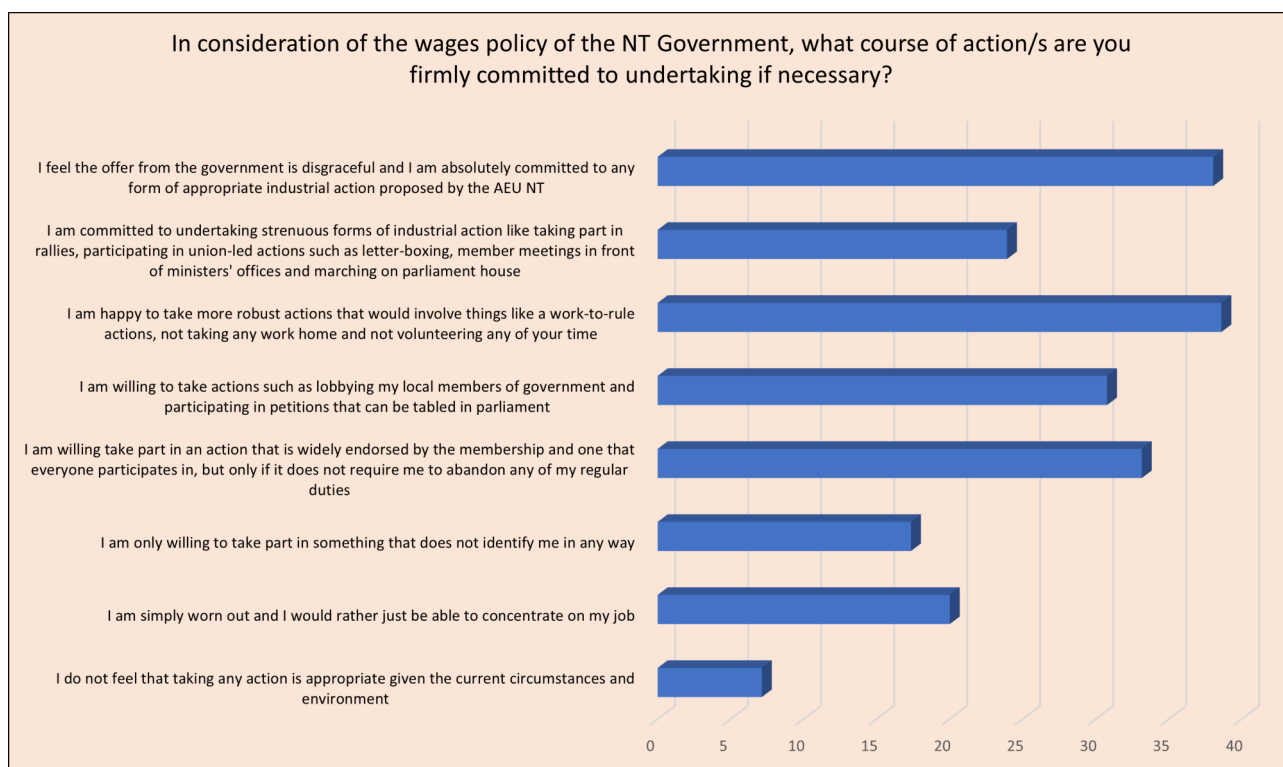
### WHAT DO EDUCATORS THINK OF THE PAY OFFER?



#### TAKEAWAY:

*More than 75% of members think the offer is unacceptable and over half are committed to taking actions to change the wages policy.*

### WHAT ACTIONS ARE EDUCATORS WILLING TO TAKE?



**TAKEAWAY:** *Members are willing to consider a range of actions to challenge the pay freeze, including protesting, lobbying MLAs and taking industrial action.*