

New Offer – FAQs

1. What are the dates of the proposed pay rises?

Salary increases will be scheduled as follows:

- 3% from first pay period on or after October 11, 2021
- 3% from first pay period on or after October 11, 2022
- 3% from first pay period on or after October 11, 2023

2. How does 3%, 3%, 3% compare with interstate?

Whilst this offer leaves NT teachers among the highest paid in the country, by 2023 graduate teachers will be paid less than their QLD counterparts (see NTG provided graphs – Bulletin 26).

According to NTG materials, our experienced teachers appear to be the best paid in the country by 2023. However, with negotiations still underway for NSW and QLD and no information available post-2022 for ACT, SA, TAS and WA we should be wary of making assumptions.

3. Who “pays” for our potential pay rise and the additional NCT for graduates and mentors? Will it be taken directly from school budgets?

We haven’t received clarity on this directly, but Chief Minister Natasha Fyles says that “if accepted a pay rise for teachers and their assistants will be funded under the government’s budget.” Listen at

<https://www.iheart.com/podcast/239-360-with-katie-woolf-97779866/episode/nt-chief-minister-natasha-fyles-says-105613729/>

As far as we are aware, additional NCT time will have to be balanced within school budgets. We would like to at least see some adjustments being made to global school budget formulas to accommodate this win for our graduates and their mentors.

4. How will backpay work? Who gets it and when?

The prospect of backpay provides much needed relief after nearly 18 months of frozen wages.

If this offer is voted up, **anyone employed under the new agreement on the date** of Fair Work Commission (FWC) approval of the new EA (estimated mid-Feb) will receive backpay.

Those not employed by NT DoE at the time the agreement is approved, will receive no backpay because they are not covered by the new agreement. This includes any staff, particularly Corporate, whose positions are due to shift from ST to the Professional or Administrative stream. **Refer to Q6 and contact us for further advice.**

For example, if an employee joined the NTPS in January 2022 and worked through until the time that the agreement is approved, that employee would be entitled to 3% backpay and a further 3% from October 11, 2022.

Likewise, anyone who was employed during 2021 but is leaving the system in December 2022 has no entitlement to backpay unless the FWC approves the agreement before the end of their employment.

5. My position is due to change from ST to the Professional or Administrative Stream prior to estimated FWC ratification date of the EA. How does this affect my backpay?

This means you will move off the Teacher EA and onto the General Agreement. If your position changes prior to FWC ratification of a new agreement, then you will not be eligible to receive backpay even though you will be doing the same work for the same stakeholders.

Sound unfair? We agree.

We suggest that you advise your line manager that you will not accept a new contract until further into 2023 to ensure that you are still employed under the Teacher EA **on the date it is approved**. You may also like to get together with your sub-branch and approach the matter collectively in your workplace.

If you have already signed a contract that shifts you off the Teacher EA and are concerned about missing out on backpay, talk to your line manager and contact us for advice.

6. How can I estimate what my backpay is likely to be?

As a rough guide, if you take your regular fortnightly pay amount (net or gross – whichever you reference by) calculate 3% of it and multiply that figure by how many fortnights since October 2021 you have worked, you will get an idea. This will not be an exact figure as tax rates do vary month to month.

7. Can the AEU NT influence the backpay process?

No. DCDD are responsible for management of backpay. It is yet to be confirmed if it will be paid as a single lump sum or a couple of lump sums. It will depend on how the two retrospective pay increases are programmed into the system. Payment to only those employed at time of Fair Work approval is the industrial convention across Australia.

8. Has anything changed with the electricity subsidy?

No. There was a proposal to implement electricity subsidies across the NT in previous offers. This would have left some people better off and others potentially worse off. This has been scrapped. The current offer proposes no change to remote electricity subsidies.

9. If the offer gets up will relief teachers get a pay rise too?

The daily relief rates (Tiers 1-3) will increase in line with any approved pay rise.

10. What impact will a “yes” vote have on my colleagues under the General Agreement?

Now that the wage freeze has been broken, those under the General Agreement will benefit from the revised NTG Wages Policy of 2%. There is no proposal to return to bargaining for the General Agreement. Read more at https://aeunt.org.au/uploads/assets/uploads/NT_Public_Sector_Bargaining_Policy_2021-2024.pdf

11. What happens if we vote no?

We anticipate a campaign of continuing Protected Industrial Action (PIA) will be needed.

Upcoming 2023 campaigns ‘Funding for Success’ (attendance-based funding) and ‘We’re Worth More’ (workloads) will run alongside ongoing, high-level industrial action.

12. I can’t find the link to vote. Who sent it?

The ballot for this offer is being run by the NT Electoral Commission. Search your inbox for an email from NETVote.

13. I am asked to enter my AGS when voting. Is my ballot anonymous?

Your AGS is requested as part of the voting process to ensure all eligible employees only vote once. Your vote remains confidential and is, under no circumstances, communicated to the DoE or the AEU NT.