



What's been happening since the end of Term 3?

The NT Government announcement of a new Wages Policy (<https://www.abc.net.au/news/2022-10-05/nt-government-public-pay-freeze-reversed/101503486>) for the public sector means a return to negotiations, focused on the wages parts of the Enterprise Agreement in the weeks ahead.

During stand down, Branch President Michelle Ayres and Special Projects Officer Mick McCarthy attended a briefing for public sector unions by the Chief Minister and Minister for Public Employment. It was clear that all methods for delivery of pay increases will now be available (unlike the former wages policy of lump sum bonuses only). Everything is back on the table!

Will lump sum payments be part of any new agreement?

Lump sum payments will not be sought. They are not in your interest. Percentage pay rises are much better as the increases compound each year and help grow your superannuation.

What about backpay?

Whilst we can make no predictions at this early stage, backpay is once again a possibility.

When a new agreement is negotiated, will my support staff colleagues under the General Agreement benefit?

Separate discussions will occur involving all relevant NTPS unions (including AEU NT) about the knock-on effect of changes to the wages policy on the agreed General Agreement.



What is the purpose of current Protected Work Bans?

Partial Work Bans in Week 1-2 of Term 4 are additional Protected Actions members can take, including within school hours. The intention is to help you manage your workload in a positive way, not to cause additional stressors.

Why the separate notification for each kind of Protected Action when we already won the PA Ballot for it?

To retain the right to take actions voted for by members, we need to notify the OCPE and 'activate' each. Certain actions, such as strikes, were notified Term 3 while others have not been 'activated' until now. For example, because we submitted the 7-day notification for full and half day strikes, we retain the power to run more if necessary. Because notification of this new category of Protected Action (Work Bans) has been made, our right to take these actions again will not expire.

Do Work Bans mean I am protected if I do not complete certain obligations outlined in the Teacher Responsibility Guide (TRG)?

Last term, all obligations outlined in the TRG did not fall within the notified categories of Protected Actions - now some of them do. Stick to the list below.

The TRG obligations you are entitled to refrain from **between now and Friday October 21 (end Week 2)** are:

- *Staff meetings (as per the 1hr meeting per week in the TRG)
- *Meetings with line managers
- *Marking and assessment
- *Parent teacher interviews

But I want to attend meetings and complete assessments in the lead-up to reports. What do I do?

Given that we are now looking at a return to bargaining, we are not pushing too hard on having everyone uphold these Protected Work Bans consistently. Consider them as options and potential stress relievers for you and your sub-branch to implement as you see fit.

The Work Bans simply allow members to make more choices when managing workloads. Members can opt out of the listed obligations if it helps achieve other tasks, free from disciplinary repercussions from leadership or the DoE.

I want to participate, but what do I do about my Year 12 assessments?

We understand a number of Year 12 assessments are due by the end of Week 3. Even if you are participating in the partial work bans, if these assessments are crucial, we encourage you to complete them. This will help avoid any parental dissatisfaction or complaints regarding AEU NT Protected Actions and reduce your own and your students' stress.

How do I handle communication with leadership?

While you are not obliged to notify your principal of your decision around current actions, a collaborative discussion with leadership and your sub-branch is always a good idea to ensure everyone has a common understanding of what is and is not being done. As a courtesy, you may alert your principal and line manager that you will not be attending all meetings.

How do we track participation in Work-to-Rule and Partial Work Bans?

The union office will be seeking anecdotal feedback from sub-branch reps to gauge how many members have participated in these actions. We encourage you to contact us to provide insight into your workplace's participation rate.

