



AEU NT – General EA Claims

GENERAL

AEU NT supports the claims of other NT Unions.

Objection to No Back Pay.

The inclusion of all employee entitlements conveyed exclusively by PSEMA Sub Legislation, when not contained in the EA (BADPIGS). (E.g. PSEMA Determination No 8 of 2015.)

Incorporation of FWA improvements. Includes: Fixed Period Conversion and Right to Disconnect.

AEU NT reserves the right to submit additional claims during the course of bargaining.

CLAUSE SPECIFIC

Clause 12. Support and Wellbeing

Introduce a comprehensive Employee Wellbeing Package that includes four mental health days per year, proactive mental health support services, and work-life balance initiatives, covering all NTPS employees.

Clause 15. Training and Development

Extension of provisions that will support and operationalise career maintenance (e.g. VET Trainers) and developmental opportunities for employees to obtain qualifications that make them suitable for 'hard to fill' NTPS professional roles of other classification streams (e.g. development of SESO and Preschool Assistant toward Classroom Teacher roles).

Commitment to undertake a cultural awareness training audit and mandatory cultural awareness training for all staff on a yearly basis.

Clause 16. Performance Planning and Review New - Sub Clause

“The parties to a disciplinary process will work to resolve any matters within reasonably practicable timeframes and employees should be kept regularly informed on a monthly basis, or as otherwise agreed, of the status of their matter.”

Clause 37. Professional Incentives

Improvement in provisions that will attract and retain. With particular regard to 'hard to fill' roles.

Clause 42. Salary Sacrifice

Wish to explore potential for any enhancements that assist with the attraction and retention of employees.

Clause 43. Non-Recovery of Overpayments

Prevent the recovery of involuntary overpayments where the cost of recovery exceeds the overpayment amount.

Clause 45. Higher Duties Allowance - Leave Pay

Where HDA lasts longer than 1 month continuous, Recreation Leave accruals to be counted and subsequently paid at the HD level.

Clause 46. Remote Localities

Review remote classifications in the context of the whole of Australia with consideration to the following:

- Housing Subsidy provision in Katherine and Alice Springs
- Exorbitant flight costs in extremely remote Cat 3 locations, and remote Cat 1 & 2, remote regional, e.g. Nhulunbuy.

The township of Katherine to be considered a remote locality.

46.1. Confirmation that the NT's Residential Tenancies Act 1999 will govern rental/leasing/repairs arrangements of GEH. (PSEMA Determination No 2 of 2023 refers.)

46.3. Special Category of Remote locations to have Rental Concession increased to 100%.

46.4. Electricity Subsidy. Current arrangements are not efficient, do not suit actual allocation and are at insufficient level to recompense for cost of electricity.

New Sub Clause. Incorporation and extension of FOIL arrangements of By Law 43 and Det 8 of 2015 and to be consistent across all streams of NTPS employees.

New Sub Clause. Remote attraction and retention provisions as per other employment streams.

Clause 47. Community Language Allowance

Incorporate outcomes from the Language Allowance Review of 2024.

Clause 48. Accident Allowance

Access improvements and inclusion of new provisions for Superannuation and Leave entitlement accrual during periods of accepted Workers Compensation Claims.

Clause 50. Allowances for Travelling on Duty

Improved provisions.

Clause 78. Personal Leave

Provision of 10 days non-cumulative leave for menstruation, menopause, and other reproductive health issues, in addition to personal leave. Extend a few days for partners for support needs.

Clause 79. Infectious Diseases Leave

Create a separate bank of employee paid sick leave for infectious diseases such as COVID-19 and Ross River Fever.

Clause 81. Cultural and Ceremonial Leave

Provide for 5 days of **paid** cultural and ceremonial leave.

Clause 90. Christmas Closedown Versus Pre term 1 days of school-based AOs (see also Shed 1 Cl7.3 (b))

Clause 92. Parental Leave

- Increase Partner Leave to 4 weeks for less than 12 months of service and 6 weeks for more than 12 months.
- Inclusion of miscarriage under the same compassionate leave entitlements as stillbirth, increasing it from 3 to 5 days.
- Allow access to personal/carers leave without a certificate for partners to reflect the mandated time periods in which a pregnant person must travel out of remote communities to receive health care (including interstate), allowing adequate support of the pregnant person.

Clause 95. Blood Donor Leave

Need to review applications against approvals. Minimum time should be 3 hours.

Clause 101 & 102 - Modernise wording and combine into single Clause– Also 104 & 105

Schedule 1.

Extension of Clause 7.3, (School Based Admin Employees) to include wording that describes school holiday/stand down arrangements of AO 92% and AO 96% employees and its implications.

Clause 7.3 – Ability for 92% and 96% provisions to be applied at AO 5 and AO 6 levels.

Clause 7.3b) – Removal of working 2 days prior school starting for classroom-based roles in exchange for non-flexible Xmas closedown leave.

Clause 7.13 - Duty of Care – Inclusion of provisions confirming that managers instructing non-Teacher qualified staff to take classes for extended periods may be subject to disciplinary action.

Clause 7 (or elsewhere) – Provisions that enable access to Dirty Work Allowance for school-based AOs where their duties dictate such work.