

AEU NT 2022 Branch Conference Decisions

Executive Motions

1. That the AEU NT affiliates with the following organisations in 2022:
 - Unions NT

2. That the 2023 AEU NT Branch Conference be held in Palmerston.

3. That this conference directs the AEU NT to lobby the Department of Education to provide sufficient staffing and resources to reduce maximum class sizes to 25.

4. That this conference directs the AEU NT to lobby the Department of Education to provide sufficient staffing and resources to reduce maximum face to face contact time by 1.5 hours, to align with the conditions won in Victoria.

5. That this conference directs the AEU NT to lobby the Department of Education, OCPE, and Members of Parliament for our teachers to continue to be the best-paid in Australia.

6. That the AEU NT:
 - a. reaffirms its long-held policy that school funding should be based on enrolment, not attendance;
 - b. reiterates its condemnation of the 'effective enrolment' funding model, and the failure of the current NT Government to take timely action to change it;
 - c. welcomes the long-overdue review into this funding model that is currently underway;
 - d. calls on the NT Government to acknowledge that attendance-based funding has systematically failed students across the Territory, particularly those in remote and low-SES settings; and
 - e. invites the new Federal Government, NT Chief Minister and NT Education Minister to urgently engage with the AEU NT and other stakeholders to design a model that delivers full, needs-based funding to every student enrolled in a Territory public school.

7. That the AEU NT calls on the Department to provide a report on staff who have been on short-term contracts longer than 18 months, and staff who have been on extended leave from permanent positions for more than 2 years but are still attached to a school, as a starting point for discussions on a redesign of the permanency project to make it accountable, timely, and effective.

8. That the AEU NT calls upon the DoE to support education staff to be given time in lieu and reimbursement for additional duties undertaken and events that require staff to work all weekend such as debating and other competitions, camps, overnight trips, out of hours events and functions and so on with an intent reflective of the recent successful claim, made by Victorian educators, such as time in lieu, away from home allowance and special leave.

9. That, noting that:

- the 'Nationally Consistent Collection of Data' (NCCD) enables schools to receive funding for students without a formal medical diagnosis where necessary adjustments made to the teaching and learning program are reported by teachers;
- a formal medical diagnosis empowers schools to seek professional learning, and to engage with the appropriate external services to provide the best possible adjustments for these students;

this conference calls upon the Department of Education to take the next steps and:

- a. monitor the data provided by schools; and
- b. support schools in their efforts, with the consent of parents or carers, to have imputed diagnoses verified by medical professionals.

10. That the AEU NT calls on the Department to conduct a review of their current policy on the satellite classroom model.
11. That the AEU NT condemn and deplore the lack of communication from the Department with regards to the housing crisis in Katherine. The AEU NT calls upon the Department to release the report from the KPMG review immediately.

Enterprise Agreement Categorisation

12. That this conference of the AEU NT demands that the OCPE review the classification of all AOs, whose work is primarily in education rather than administration, including SESOs and SESAs, TAs and literacy workers.

First Nations Education

13. That this conference directs the FTOs to lobby the DoE to support local language and culture learning by providing local language courses for DoE employees at least once a year where language classes are available.

Health and Wellbeing

14. That this conference directs the FTOs to lobby the DoE to commit to ongoing development of staff wellbeing strategies, through an extension of, and commitment to, the actions outlined in the Teacher

Homelands

15. This conference directs the FTOs to lobby the NT and Federal Governments on funding for homeland schools. Further that this conference demands that the schools funding formula be urgently changed to reflect the issues.

Leave Entitlements (*Trigger Warning: Motion 20 deals with Infant Loss/Miscarriage*)

16. That this conference directs the AEU NT FTOs to lobby the Department of Education and OCPE to provide an additional 5 days sick leave per year, bringing our total to 20 per anniversary year cumulatively.

17. That this conference requests that the FTOs lobby the OCPE and/or Government to include miscarriage under the same compassionate leave entitlements as stillborn. Currently miscarriage is up to 3 days, while stillborn is up to 5 days compassionate leave. A loss is a loss.

18. That this conference directs the FTOs to negotiate with the OCPE for more flexible access arrangements around long service leave for teaching staff.

19. That the FTOs look at getting the period between contracts extended before entitlements (such as Long Service and sick leave) are cashed in. Currently these entitlements are cashed in by HR after 1 month, whereas in other states it is 5 years. One month is not enough time to find another contract, especially over Term breaks.

20. That this Conference directs the FTOs to lobby the Commissioner to update the current parental leave policy including improving access to parental leave for both partners to better support the primary carer. For example, but not limited to increasing paid partner leave from one week to four weeks (less than five years employed) and two weeks to six weeks (more than five years employed).

Safety and Security

21. That this conference of the AEU NT directs the FTOs to lobby the NT Government to remove the requirement for school-based police officers to carry firearms

22. In response to increases in violent student behaviour, conference calls on the department to implement a process for identifying when schools are experiencing 'chronic critical incidents' and for response (for instance with appropriate staff training, increased staffing allowance, and guaranteed provision of external support services).

23. That the AEU NT lobby the government of the day to ensure appropriate and timely responses (in consultation with teachers) to address the impact of extreme behaviours of students.

24. That the AEU NT lobby the DoE to develop effective strategies to improve ongoing security of school and staff housing during term and stand-down time, including ongoing employment of security personnel.

25. That this conference calls on the FTOs to lobby the Northern Territory DoE Chief Executive:
- a. to recognise that the Education Department and schools have an extended duty of care to all staff that goes beyond school hours, especially when they are working in remote communities;
 - b. to put this into action by mandating that every school have a Staff Safety Plan, communicated to and informed by feedback from all staff members, that identifies potentially dangerous situations relevant to the school's context including power failures, break-ins, threats and acts of violence, and riots, and outlines both preventative and responsive measures to ensure staff safety; and
 - c. to regularly audit schools to ensure that these Staff Safety Plans are up to date and known to staff.

School Funding

26. That this conference directs the FTOs to lobby DoE to establish a fund specifically for allocation of resources aimed at reengaging disengaged school children. this could include, but not be limited to:
- Allocation of a teacher tasked with reengaging students who have shifted to the "passive" roll on SAMS.
 - The ability for more schools to have the resources to run classes at smaller sizes.
 - The ability for more schools to offer alternative pathways and programs that are well supported.

Special Education Provision

27. That this Conference directs the full-time officers to advocate to DoE on behalf of all NT Schools to provide evidence-based expertise, training and resourcing to cater for the needs of students impacted by FASD and trauma.
28. That this conference directs the AEU NT FTOs lobby the DoE to ensure the equitable allocation of funding and support so that when a non-special school is the only option for a student with special needs, they have access to the same amount of funding as a student would receive at a designated special needs school.

Teacher Pay and Conditions

29. Following the denial of the proposed Enterprise Bargaining Agreement, conference call on the department to, at a minimum, index salaries to the consumer price index to prevent decreases in living conditions.

30. That this AEU NT Conference directs the FTOs to negotiate with the OCPE and CE of DoE re: formalising and continuing those flexible work arrangements for office-based staff during the recent pandemic.

Teacher Shortage

31. That this AEU NT Conference condemns the Northern Territory Government for the ongoing teacher shortage in the NT and the resultant impact on students' learning. Furthermore, this Conference demands that the Government address these matters through effective recruitment and retention strategies, such as improved pay and conditions.

32. That this AEU NT Conference demands the Department immediately ceases the practice of redeploying office-based teachers to schools to cover teacher shortages therefore reducing the need for employing relief teachers.

33. That this AEU NT Conference directs the union's FTOs to highlight the negative impact on systemic outcomes created by the redeployment of office-based staff to cover shortages in schools, other than for COVID. This includes but is not limited to the expected time of out of hours work eg. Checking emails out of hours to see if you are being redeployed, travel to schools (a different workplace), cost of fuel when travelling to a different workplace. This is all without compensation including still being expected to work according to office-based conditions.

Miscellaneous

34. That this Conference directs the AEUNT FTOs to conduct an online survey with a 60-day period to investigate the excessive administrative workloads within schools, including, but not limited to:
 - expecting teachers to plan detailed lesson plans 1 week ahead and posting these on an electronic system for all students & parents to do home schooling.
 - expecting teachers to plan relief lessons for every lesson that they teach, regardless of whether they are going to be delivering it or not

And, in particular, to investigate the effects that COVID has had on workloads, including but not limited to:

- Staff being expected to teach more than their allocated contact time
- Staff not being allowed to take toilet or other breaks

And if any schools are found to be placing excessive expectations upon staff, directs the FTOs do everything in their power to put a stop to this practice.

35. That the AEU NT Conference directs the FTOs to conduct an online survey to discover the workloads of members in each school in the NT. When there is an inequality of load discovered, the FTOs meet with school leadership and regional directors to correct any inequality.
36. That the AEU NT conference directs the FTOs to run an online survey to discover the effect of COVID has had on workload. These include, the right for a toilet and work break, and staff not receiving appropriate working conditions for contact time. When there is an inequality of load discovered, the FTOs meet with school leadership and regional directors to correct any inequality.
37. That Conference demands that the NT Government reinstate fully-trained school-based constables in secondary school settings as opposed to auxiliaries with only 12 weeks' training.
38. This conference calls on the FTOs to petition the employer to enable teachers to access a broader range of salary sacrifice options, akin to NT Health salary packaging. Further to this, that the policies and procedures pertaining to salary sacrifice are clearly defined and easily accessible to all staff.
39. *That this Conference of the AEU NT resolves to fight the rejected EA offer following actions:*
 - i. *Immediately begin campaign actions including but not limited to:*
 - *media campaigns, lobbying MLAs, market stalls*
 - *solidarity actions – weekly media releases*
 - ii. *Apply to the Fairwork Commission for a protected action ballot in order to take protected industrial action in Term 3.*
40. *That this Conference directs FTOs to liaise with the DoE to develop specific policy to ensure all victims of cyber bullying across all online platforms have access to expert IT support to formally investigate incidents and prevent incidents from occurring.*