



2024 Branch Conference Decisions

AEU Operations

Decision 01/2024

That the 2025 Conference be held in Darwin in order to facilitate commemorations of 50 years of the teachers' education union in the NT.

AEU Operations

Decision 02/2024

That the AEU NT affiliate with the following organisations in 2025:

- Unions NT

School Funding

Decision 03/2024

That this Conference calls upon the NT Government to allocate targeted funding for boarding programs equitably to all those NT schools with attached boarding facilities, on the basis of student numbers.

School Funding

Decision 04/2024

That this Conference requests the full-time officers gain assurances from the Department of Education that the distribution of funding from the Commonwealth Government will go directly to schools and front-line services to improve student outcomes across the NT.

School Funding

Decision 05/2024

That this Conference express concern at the lack of information and apparent progress on the development of an enrolment-based funding model, and demand that the AEU NT be urgently consulted.



2024 Branch Conference Decisions

School Funding

Decision 06/2024

That this Conference calls on the Commonwealth and NT governments to implement in their new bilateral school funding agreement all the measures that the AEU has called for as part of the 'For Every Child' campaign, particularly:

- Closing the loophole that allows depreciation and non-school spending to be counted for up to 4% of the NT Government's required SRS contribution;
- Creating a Commonwealth-funded infrastructure fund to provide ongoing funding for capital works in NT public schools, to address the serious inequity and derelict state of many of our school buildings.

Secondary Review

Decision 07/2024

That this Conference requests that the full-time officers request and disseminate information from the Department of Education regarding the conversion to comprehensive schools and how the plan will be rolled out across all schools. This includes what schools are converting to comprehensive senior schools and where they plan on getting teachers.

Workload Reduction

Decision 08/2024

That this Conference calls upon the Full-Time Officers of the AEU NT to lobby the Department of Education to address workload issues by alleviating the paperwork and policy limitation for excursions, thereby making enriching experiences for students more accessible.

Workload Reduction

Decision 09/2024

That this conference request DoE to alter their current report writing requirements to enable students with 25% attendance or less to have an auto-generated report. Teachers cannot accurately assess students with low attendance and therefore an additional, unnecessary administrative burden on class teachers is created.



2024 Branch Conference Decisions

Workload Reduction

Decision 10/2024

That this Conference requests the FTOs to lobby the Department of Education to remove the excessive administrative demands placed upon teaching staff in all schools, such as WHS checks, excessive department reports, hours of photocopying, and compulsory department PDs that have little to no benefit to the classroom practice of a teacher. Our primary focus should be the students and how to best suit their learning needs. The excessive administration is further impacting on retaining teachers and educators within the profession.

Face-to-Face Hours

Decision 11/2024

That this branch Conference calls upon the NT DoE to investigate the feasibility of a 4-day work week by trialling it in NT Schools.

Face-to-Face Hours

Decision 12/2024

That this AEU NT Conference demands that the reduction to a maximum of 20 hours per week face-to-face teaching time for full time class room teachers be a priority claim in the negotiations for the next Principal, Teacher and Assistant Teacher enterprise agreement.

Face-to-Face Hours

Decision 13/2024 *(content warning – reproductive health)*

That this conference calls upon the Department of Education to support flexibility to relieve a teacher's duties during sudden on-site health issues in acknowledgment of the additional health difficulties often faced by women without time being deducted from release or personal leave credits.



2024 Branch Conference Decisions

Wellbeing

Decision 14/2024

That this Conference calls upon the Commissioner for Public Employment to improve teachers' wellbeing by subsidising the cost of physical wellbeing activities.

Wellbeing

Decision 15/2024

That this AEU NT Conference demands that Study Leave and the attendant point system be renamed to Well Being Leave for remote teachers in the next enterprise agreement.

School Safety

Decision 16/2024

That this Conference requests the FTO's enter into discussions and form resolutions with the DoE to provide more streamlined processes and access to Inclusive and trauma-informed practices, alongside first-aid training, to assist in providing a safe school environment. We propose a dedicated team for certain hubs that remain linked to schools and can provide support sessions and follow-ups for these annual and biannual compulsory pieces of training and any other mandated practices or school-identified needs that align with these mandates of teaching within the realm of trauma-informed practice.

School Safety

Decision 17/2024

That this conference directs FTOs to lobby DoE to provide funding to install, repair or replace security cameras and employ a security guard over holidays in schools.



2024 Branch Conference Decisions

School Safety

Decision 18/2024

That, in response to ongoing safety issues, this conference calls on the NTG to urgently enforce our right to a safe workplace, noting that:

- NT WorkSafe is the most underfunded work health and safety regulator in the country.
- NT WorkSafe needs the resources and authority to hold workplaces accountable for compliance with the work health and safety act.
- HSR training must be offered and fully funded so that each school has at least one HSR.

Student Behaviour

Decision 19/2024

That conference calls on the DoE to urgently address the crisis of behaviour management in NT schools, including but not limited to:

- Funding specific roles in schools for managing school-wide behaviour management processes.
- Auditing the process for Student Behaviour Plans and implementing changes in line with best practice.
- Maintaining a log of aggressive or violent behaviour and treating it as a workplace health and safety issue.
- Working closely with the AEU to fully understand the impact of behaviour management processes on staff workload, student learning, and the wellbeing of everyone in schools.



2024 Branch Conference Decisions

School Counsellors

Decision 20/2024

That this Conference notes with great concern the lack of specialist support for schools across all areas in the domain of mental health; in particular, the small number of school counsellors employed by DoE and the difficulty in filling these positions with suitably qualified candidates. School counsellors play a vital role in providing mental health services for students and professional development and support for teachers and educators. We support measures to increase the numbers of school counsellors to ensure NT public school students receive adequate mental health support. We urge the NT Government and DoE to introduce a scheme, similar to that employed in other Australian jurisdictions, that allows DoE-employed teachers to undergo a sponsored training program to gain psychology and counsellor qualifications.

School Counsellors

Decision 21/2024

That this AEU NT Conference calls on the AEU NT Executive to run a political campaign to begin as soon as practical demanding that the NT Government, through the NT Department of Education, adequately staff schools with school-based counsellors, and that the access to counsellors in remote schools be significantly improved.

Student Engagement

Decision 22/2024

That this AEU NT Conference demands that the removal of classroom teacher responsibility for student attendance be a priority claim in the negotiations for the next Principal, Teacher and Assistant Teacher enterprise agreement.



2024 Branch Conference Decisions

Student Engagement

Decision 23/2024

That this Conference directs the FTO's to hold the Department of Education accountable for the lack of safety in our schools and the blatant lack of processes surrounding flexible learning options for disengaged students.

These disengaged students are making our schools unsafe for both staff and students.

We propose lobbying the Department of Education to liaise with community groups, parents and students to create more flexible learning options for disengaged students.

Student Engagement

Decision 24/2024

That the AEU lobby the Department of Education to require that their Youth Voice Peak Group include a minimum of 30% Aboriginal students as well as at least proportional representation of students from remote regions, and provide adequate support for staff to accompany these students.

Aboriginal Education

Decision 25/2024

That the Department of Education fund a position in every remote school in the Northern Territory. The position will focus on adult education facilitated and led by this teacher and provide a program which supports Aboriginal educators in their current roles as Assistant Teachers (Casual or contracted) at the school and their pathways and options for further education.

Aboriginal Education

Decision 26/2024

That the Northern Territory Government supply additional funding to schools which is to be exclusively used to employ local people from the community as educators across the school environment. This funding will be in addition to allocated school budget and allow for a minimum of 1 contracted AT per 2 contracted CT or ST Positions. This funding can only be used to hire local people from the surrounding school area.



2024 Branch Conference Decisions

Aboriginal Education

Decision 27/2024

That conference directs the Department of Education to count those students who are confirmed to be at cultural leave towards student attendance at the school and according to funding provided so that teachers can support students with cultural obligations.

Minimum Resourcing

Decision 28/2024

That conference calls upon the DoE to conduct an audit into the relative access to technology in all NT public schools (i.e. internet access, availability of devices). Schools with deficit access be immediately granted special funding to allow equal access to technology amongst all schools.

Minimum Resourcing

Decision 29/2024

That Branch Conference calls on the DoE to consider Homelands Learning Centres as schools for the purposes of infrastructure minimum standards, and capital works upgrades and resourcing.

Minimum Resourcing

Decision 30/2024

That conference calls upon the Department of Education to establish a minimum workforce requirement of at least 1 physical hand (grounds person) per school and that school budgets are altered to accommodate this.

Noting where a grounds person is not employed, students and teachers are often required to undertake this work out of necessity. This presents a WHS issue, distracts teacher/staff/students from their core business of teaching and learning, makes the school environment unwelcoming, and problems within the school grounds are often not addressed satisfactorily.



2024 Branch Conference Decisions

Technology

Decision 31/2024

That this branch conference calls upon the NT DoE to urgently prepare students for the digital future by ensuring all schools have a ratio of 1-1 devices.

Technology

Decision 32/2024

That this AEU NT Conference calls upon the FTOs to raise concerns with the DoE and with SACE about their Artificial Intelligence policy, noting the impact that generative AI tools are already having on teacher workloads, and the integrity of assessment.

Technology

Decision 33/2024

That this AEU NT Conference calls on the Union Office to lobby the NT Department of Education to remove the current internet blocks which do not allow schools to access essential education resources, and streamline the process for unblocking.

Early Years

Decision 34/2024

That the Department of Education co-ordinate with Families as First Teachers to employ all Aboriginal Assistant Teachers working in Stay Play Learn services as Family Liaison officers (currently they are casual assistant teachers/tutors), to improve the quality of employment offered for Aboriginal people in these roles and continuity for the families who access these services.



2024 Branch Conference Decisions

Early Years

Decision 35/2024

That conference calls on the Department of Education to outline key roles and responsibilities for the Principal as the Nominated Supervisor and the preschool teacher as the Educational Leader in a preschool context.

Principals

Decision 36/2024

That the department ensure alternative cyclone shelter management procedures are established that do not require the school principal to be the responsible person, e.g. emergency services providing the manager.

Principals

Decision 37/2024

That this conference insists principals' pay increments increase annually by default

Department Operations

Decision 38/2024

That this conference directs the FTO's to petition the OCPE to remove the centralisation of services to schools including but not limited to HR. The centralisation has been detrimental to the efficiency of processes in the unique school environment causing an erosion of professional knowledge around the intricate policies of the undertaking of school procedures. This lack of knowledge has caused both the executive and staff of schools to be given false information that has resulted in them losing entitlements and the ability to fill vacancies.



2024 Branch Conference Decisions

School Council Emploment

Decision 39/2024

That Conference demand that the NT Government address the two-tier workforce created by School Council and Department of Education employment, and ensure that School Council employees have better access to industrial rights and ongoing contracts, comparable to those that exist for NT Department of Education employees.

Registration

Decision 40/2024

That this Conference requests that the full-time officers lobby the government, specifically the Chief Executive Officer of the Department of Education and the Minister for Education, to make changes so that teacher registration automatically includes a Working with Children Clearance. The failure of SAFE NT and delays in processing Ochre cards is unacceptable. Teachers have to go through the process twice, once with the Teacher Registration Board (TRB) and then again with SAFE NT.

Merit Selection

Decision 41/2024

That Conference calls on the NT DoE to revise and implement changes to their merit selection process, with an emphasis on:

- Equal weighting for all panel members, including the staff representatives, for decisions made.
- Valuing local expertise.

Disciplinary Processes

Decision 42/2024

That Conference calls on the NT DoE to provide a transparent and succinct timeline of disciplinary processes, noting that the AEUNT fervently opposes disciplinary processes that persist for more than six months.



2024 Branch Conference Decisions

Workers' Compensation

Decision 43/2024

That Conference notes the inadequacy of current NTPS workers' compensation conditions. Conference insists that workers compensation must include a continued entitlement to accrue personal leave, recreation leave and superannuation.

Salary

Decision 44/2024

That this AEU NT conference calls upon the FTOs to bargain for a salary increase which recoups real-term wage declines from the last 3 years at a minimum.

Salary

Decision 45/2024

That this conference directs FTOs to lobby DoE to increase remote financial incentives in line with other states and even intra-territory jurisdictions, including subsidies for remote living expenses.

Salary

Decision 46/2024

That this conference direct FTOs to lobby DoE that teacher salary annual increments align, at a minimum, with NT productivity growth and cost of living pressures.

Remote Incentives

Decision 47/2024

That this Conference demands that the full-time officers request that all teachers are paid a Remote Allowance, and other retention incentives to retain teachers as part of the 2024 Enterprise Bargaining Agreement.



2024 Branch Conference Decisions

Government Employee Housing

Decision 48/2024

This Conference calls on the NT Government to immediately address the problem of housing shortages for all school staff in remote areas, including local recruits, and outline future plans for provision of housing when projected funding increases enable schools to employ additional staff.

This should include, but not be limited to:

- Ensuring housing security for long-term, permanent, local staff upon retirement
- Financial incentives for staff required to share GEH housing
- 100% rental and electricity subsidies/allowances for all DoE staff living in public housing, and pro-rata for part-time employees.

Government Employee Housing

Decision 49/2024

That Conference calls on the FTOs to lobby GEH to ensure that maintenance is carried out within the 21-day period required under the Residential Tenancies Act 1999.

Government Employee Housing

Decision 50/2024

That this Conference calls for remote staff housed in GEH to be entitled to retain their housing while on maternity or study leave for a period of up to 12 months, so long as their employment will be continued immediately afterwards.

Government Employee Housing

Decision 51/2024

That this Conference instructs NT DoE to support teachers in GEH to adequately maintain their yards to the standard required in their tenancy agreement.

Noting that remote teachers have difficulty:

- accessing appropriate equipment
- maintaining yards over extended breaks
- outsourcing yard work.



2024 Branch Conference Decisions

Government Employee Housing

Decision 52/2024

That this conference directs FTOs to lobby DoE/DIPL to equip and maintain all NTG employee housing to the same standard, including wi-fi and appropriate furnishings.

Government Employee Housing

Decision 53/2024

That Conference direct the FTOs to lobby the Department of Education to pay a camping allowance to staff living in inadequately furnished GEH, until such time as their house is equipped with all the basic items, including 1 bed with a clean mattress required under DoE's 'Domestic Furniture for Government Employee Housing' policy.

Staffing Shortage Strategies

Decision 54/2024

That Conference calls upon the Northern Territory government to provide funding for relief teachers to be contracted to regional offices and allocated to schools based on need. Schools should not be expected to cover this increased workload internally.

Staffing Shortage Strategies

Decision 55/2024

That Conference calls upon the Department of Education to allow remote schools to close to students if the school is not able to meet the required non contact time for teachers, this will reduce the burnout experienced during this teacher shortage.

Staffing Shortage Strategies

Decision 56/2024

That Conference calls upon the Department of Education take immediate steps to negotiate with the Federal Department of Immigration to expedite the granting of Visa sponsorship for teachers from overseas wishing to fill vacant teaching positions in the Northern Territory.



2024 Branch Conference Decisions

Staffing Shortage Strategies

Decision 57/2024

That this Conference instructs NT Department of Education to have clear, practical strategies in place for when schools, particularly remote, experience staff shortages. Currently in this situation classes are combined, often resulting in student behavioural breakdowns, meaning safety is risked, workload and stress is increased. Teachers need to be assured of their safety, a supported environment and their ability to focus on teaching, by knowing a DoE strategy will be implemented that minimises negative impacts.

Teacher Exchange

Decision 58/2024

That this AEU NT conference calls upon the DoE to reinstate the International Teacher Exchange Program from 2025 onwards, noting the benefits of this program to education in the NT. The DoE should aspire to broaden this program by including a wider range of countries with world-class and culturally diverse education systems, including Southeast Asian, Scandinavian, and European countries.

Environment

Decision 59/2024

That this AEU NT conference condemns the NT Government's decision to undertake fracking in the NT and to build the petrochemicals processing hub at Middle Arm, noting the direct health impacts these projects will have on teachers and students, while worsening the effects of climate change which is projected to undermine educational outcomes. We endorse re-sending the letter sent last year on these matters to (then) Chief Minister Fyles to current Chief Minister Lawler and support public promotion of the AEU NT's position.

Flexible Leave

Decision 60/2024

That this Conference directs the AEU NT FTOs to lobby the DoE and OCPE to provide 4 (1 per term) mental health days each calendar year for all DoE employees, that do not affect their personal leave balances and are not required to be booked in advance, nor require evidence of appointment etc.



2024 Branch Conference Decisions

Parental Leave

Decision 61/2024

That this conference directs the FTOs to lobby DoE to acknowledge and allow access to personal/carer's 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, allowing adequate support of the pregnant person.

School Year

Decision 62/2024

That the AEU NT Branch Executive engages with members, to determine whether the current model of 1,3,2,6 weeks of school holidays is still viable, before the next gazetting in 2027, with an emphasis on the changes that were made previously and the impact these changes have had on educators.

FOILs

Decision 63/2024

That this conference directs the FTOs to lobby DoE to replace the FOIL application process with upfront payments to cover FOILs that reduces significant barriers to accessing remote entitlements.

FOILs

Decision 64/2024

That the full-time officers lobby the DoE to amend the FOIL policy to provide staff and their dependants travelling on charters to access at least the same luggage allowance granted to travellers on commercial flights.



2024 Branch Conference Decisions

FOILs

Decision 65/2024

That Conference requests the FTOs lobby the DoE to increase the access to FOILs to include a teacher's dog, alerting all people on the flight of the dogs presence. Teachers bring their dogs remote for protection, health, and social connections.

Homelands

Decision 66/2024

This conference condemns the government inaction on the review into homelands teacher responsibilities as agreed to in the last EBA and their failure to produce a report or any recommendations, nor to consult with their homelands teachers. This conference demands that this review be properly and urgently conducted in consultation with community, teachers, and the AEU. The terms of reference for this review must be agreed to between the AEU and the department and specific timelines established.

Government

Decision 67/2024

That this branch conference demands the immediate public retraction of comments made by Hon. Eva Lawler on Nine News Darwin (March 20th).

School Engagement

Decision 68/2024

That this conference directs the FTO's to urgently call upon the executive director of central Australia to thoroughly investigate the events which have led to the community of Alpururulam to strike against Alpururulam school by withholding students from attending the school.

Union Operations

Decision 69/2024

That this conference directs the AEU NT Full time Officers to improve communications regarding any actions or progress towards motions that have been carried by committing to providing quarterly updates to members (once per term).



2024 Branch Conference Decisions

School Funding

Decision 70/2024

That this Conference, noting that the AEU has just helped win the funding required to implement an enrolment-based funding system, demands that the new Enterprise Agreement include a firm cap on the number of students enrolled in any class in the Northern Territory, in line with standard practice in all other jurisdictions, in recognition of the work that conscientious teachers do to engage, build relationships with, plan for and assess every student on their roll.