

Decisions of the 2025 Australian Education Union Branch Conference

AEU Operations

Decision 01/2025

That the AEU NT affiliates with the following organisations in 2026: - Unions NT

AEU Operations

Decision 02/2025

That the 2026 Branch Conference is held in Alice Springs.

AEU Operations

Decision 03/2025

That the following changes as detailed in the attached proposal (Attachment A) are made to Rule 27, “Branch Conference and Branch Executive, Filling a Casual Vacancy”:

Replace 27(b)(iv) with:

In the case of the Executive Councillor representing Indigenous teachers and Indigenous education workers, an Indigenous member who shall then hold office for the unexpired portion of his/her predecessor’s term.

AEU Operations

Decision 04/2025

That the following changes as detailed in the attached proposal (Attachment B) are made to Rule 28, “Formation of Regions”:

Delete 28(c), replace 28(a) with:

The names and borders of Regions shall be determined by Branch Conference from time to time and shall be appended to these rules but shall not form part of these rules.

AEU Operations

Decision 05/2025

That as of 30 June 2025 the following regions are established: Barkly, Big Rivers, Central, Darwin, East Arnhem, Top End.

AEU Operations

Decision 06/2025

That the boundaries of each region are defined by the locations of the sub-branches contained within them, as set out in Attachment C.

AEU Operations

Decision 07/2025

That all workplaces create and maintain a centrally located focus point for the display of all union related documentation, inclusive of but not limited to:

- Names of elected sub branch officers;
- AEU NT office contact information;
- Membership forms;
- Recent bulletins, TE magazine

AEU Operations

Decision 08/2025 (Motion 9)

That this Conference recognises the critical importance of ensuring that the AEUNT office is resourced appropriately to meet the needs of its members. This includes ensuring that phone calls and emails from members are responded to in a timely manner. To achieve this, the Conference calls for improvements in work output and operational efficiency within the office, maximising the current resources to ensure that all member inquiries are addressed promptly and effectively.

AEU Operations

Decision 9/2025 (Motion 10)

That this Conference approves mass member communication in the form of SMS and or email from approved third parties for the purpose of disseminating timely information for specific federal union campaigns whilst maintaining privacy and addressing security concerns.

Corporate Staff Conditions

Decision 10/2025 (Motion 11)

That this conference requests the full-time officers and AEU Executive to approach DET, School Leadership, Culture and Care and DCDD to commence negotiations concerning the development of a redeployment policy and guidelines for corporate educators, corporate managers, and school leadership.

Department Operations

Decision 11/2025 (Motion 12)

That DET includes as part of the procedures for School Reviews to allow the AEU NT Sub-Branch at each school to appoint people to be interviewed and create written submissions.

Department Operations

Decision 12/2025 (Motion 13)

That this conference call for mandatory consultation with the school principal prior to any decision to relocate school employees to other schools. Any staff transfer must be based on mutual agreement between all parties involved, and formalised through a written agreement outlining the terms of the agreement.

Face-to-Face Hours

Decision 13/2025 (Motion 15)

That Non-Contact Time parity (minimum of 5hrs 20min) continue to be a priority of the AEU NT in the next round of Enterprise Bargaining.

Face-to-Face Hours

Decision 14/2025 (Motion 16)

That this Conference calls on the Department of Education and Training to establish clear procedures to ensure that educators appointed to roles involving additional responsibilities are provided with adequate release time to undertake their duties.

These procedures should apply to roles such as (but not limited to):

- Impact Coaches
- EAL/D Coordinators
- Professional Learning Leaders
- Year Level or Curriculum Coordinators

Flexible Work

Decision 15/2025 (Motion 17)

This Conference notes that the NTPS Educators Enterprise Agreement and the Fair Work Act provide for the negotiation of flexible working conditions, including part-time work arrangements for personal reasons.

This Conference calls on the Department of Education and Training to establish clear and enforceable procedures requiring school principals to reasonably accommodate staff requesting part-time work arrangements for personal reasons , including personal illness, trauma, childcare, or caring for elderly or terminally ill family members, and to actively minimise barriers to such arrangements wherever practicable.

FOILs

Decision 16/2025 (Motion 18)

That DET and DCCD take specific action to address barriers faced by EAL/D staff and staff experiencing financial hardship in accessing FOILs entitlements, including:
 Implementing simplified and accessible application processes; Introducing upfront financial assistance or reimbursement mechanisms where costs present a barrier;
 and Ensuring that information about FOILs entitlements and procedures is available in clear, accessible formats suitable for all staff, including those from EAL/D backgrounds.

FOILs

Decision 17/2025 (Motion 19)

That this Conference reaffirms its policy commitment to the implementation of a additional FOIL (Fare Out of Isolated Location) allocation for remote educators, in recognition of the significant and unique demands associated with remote teaching. This additional allocation acknowledges the increased workload, professional isolation, and broader responsibilities faced by educators in remote contexts.

FOILs

Decision 18/2025 (Motion 20)

That this conference directs FTOs to lobby DoE for a reclassification of remote schools that are on islands to receive an additional FOIL.

Personal Leave

Decision 19/2025 (Motion 21)

That this Conference calls upon the full-time officers to advocate, in the next round of bargaining, for the removal of the requirement for medical certificates in cases where staff need to use personal leave to care for sick partners with diagnosed and/or documented terminal or long-term illnesses, sick children, or similar personal circumstances. Staff should be allowed to use personal leave more freely, without bureaucratic barriers, to address these important caregiving responsibilities.

Principals

Decision 20/2025 (Motion 22)

That this Branch Conference:

1. Condemns the ongoing wage freeze affecting Executive Contract Principals, many of whom are among the most experienced school leaders in the Northern Territory.
2. Calls on the NT Government to immediately lift all remaining wage freezes for Executive Contract Principals and introduce a retrospective pay adjustment to restore equity.

Principals

Decision 21/2025 (Motion 23)

Noting that:

- Executive Contract Officers who were existing members of the Northern Territory Government and Public Authorities Superannuation Scheme (NTGPASS) have historically been allowed to maintain their membership during executive service without interruption, supported by Determination 13 of 2011 and individual executive contracts;
- NTGPASS has been closed to new members since 1999, meaning that continuity of membership is critical for eligible employees; and
- There is no legal, contractual, or administrative basis for treating a transfer from an Executive Contract to an ongoing (permanent) Northern Territory

Public Sector (NTPS) position as a break in service that would terminate NTGPASS membership;

This Conference calls on the Department of Education and the Commissioner for Public Employment to formally recognise that:

- A transfer from an Executive Contract to an ongoing (permanent) NTPS position shall not be considered a break in service for superannuation purposes; and
- Principals who are existing members of NTGPASS must maintain their NTGPASS membership and entitlements when transitioning from an Executive Contract role to an ongoing position, without risk to their defined benefit entitlements or superannuation status.
- All barriers to achieving this are removed

Salary

Decision 22/2025 (Motion 25)

That this Conference notes the protections provided under Clause 34 (“Integrity of Payments”) of the NTPS Educators’ 2024–27 Enterprise Agreement, and directs the Full-Time Officers to advocate for their consistent application across the Department of Education and Training (DET) and the Department of Corporate and Digital Development (DCDD).

Further, this Conference calls for the following minimum standards to be reflected in policy and, where necessary, legislation:

- An assessment to confirm no underpayments exist before recovery action begins;
- Clear written notice of the overpayment and proposed recovery, with a minimum of 28 days’ notice before deductions commence;
- An offer to negotiate a voluntary repayment arrangement based on financial capacity and essential living expenses;
- A financial hardship assessment available where needed;
- A cap on involuntary salary deductions at no more than 5% of gross fortnightly salary unless otherwise agreed;
- Standardised, fair, and transparent processes applied across all cases;
- Consideration of waiving recovery of overpayments where:
 - the amount is small (e.g., under \$500); or
 - the cost of recovery is likely to exceed the value of the overpayment;

- No deductions without either an agreed repayment plan or genuine consultation considering *hardship*.
- A statute of limitations on the recovery of historical overpayments, limiting recovery to debts earned within the previous two years unless exceptional circumstances apply.

Salary

Decision 23/2025 (Motion 26)

That this Conference notes the ongoing disparity between the workload expectations and salary levels of Senior Teachers (ST1) and Classroom Teachers at the top of the scale (CT9), and the growing concern that the Senior Teacher role is becoming less attractive due to limited career and pay differentiation. That this Conference calls on the Department of Education and the Commissioner for Public Employment to conduct a formal structured review of the Senior Teacher classification, in consultation with the AEU NT, to examine workload, supervisory responsibilities, and appropriate salary relativities as a matter of urgency. That this review should include consideration of Mercer job evaluation outcomes and identify options for strengthening the value, clarity, and sustainability of the Senior Teacher role between now and the next round of enterprise bargaining.

School Counsellors

Decision 24/2025 (Motion 27)

That this Conference notes that access to school counsellor services remains limited in many remote and primary schools, despite strong evidence that students in these settings face significant and complex wellbeing challenges. That this Conference calls on the Department of Education to extend school counsellor provision to include all remote schools (including primary schools) with flexible delivery models such as part-time or shared roles across schools where required, to ensure equitable access to mental health and wellbeing support for all NT students.

School Infrastructure

Decision 25/2025 (Motion 28)

That this Conference calls on the Northern Territory Government to conduct community-level population growth forecasting across the Northern Territory and to develop long-term infrastructure plans that respond to projected increases in student enrolments.

These plans must include provision for adequate teacher and allied health professional housing, as well as the expansion and upgrading of school infrastructure to meet future demand.

Support Staff Allocation

Decision 26/2025 (Motion 29)

That this Conference acknowledges the critical role that Special Education Support Assistants (SESAs) play in delivering inclusive education and supporting students with additional needs in Northern Territory classrooms.

That this Conference notes that current allocation processes, which rely heavily on individual student funding, often leave classrooms without sufficient in-class support, placing additional strain on teachers and limiting equitable learning outcomes.

That this Conference calls on the Department of Education to review and reform the current SESA funding and allocation model, with the goal of significantly increasing in-classroom support, working toward a model where every class with high or complex needs is supported by a dedicated full-time SESA.

That this Conference further calls on the AEU NT Executive to:

- Campaign for increased and equitable funding to enable this reform;
- Advocate for adjustments to school global budgets that reflect classroom complexity, not just individual student diagnoses; and
- Work with educators, parents, and community stakeholders to raise awareness and build collective support for stronger SESA provision.

Teacher Registration

Decision 27/2025 (Motion 32)

That the AEU NT lobby the Department of Education and Training to nationalize the teacher registration system, which automatically includes a National Police Check / Working with Children Check. This would help address teacher shortages by reducing processing delays and obstacles to filling positions.

Teacher Registration

Decision 28/2025 (Motion 33)

That this conference calls on the DET and TRB to facilitate the recruitment of qualified and experienced teachers by:

- 1) Giving Authority to Teach to those previously refused registration on the grounds of currency of practice, and consideration is given to previous years of teaching experience when determining pay scale placement for the Authority to Teach category of teachers.
- 2) Working with education providers (if necessary) to develop a ‘refresher course’ that will enable teachers returning to the profession to qualify for provisional (or higher) registration, in order to assist in alleviating the national teacher shortage. We ask that Authority to Teach is given while returning teachers complete this ‘refresher course’.
- 3) Investigating barriers to re-entry and registration of experienced teachers and how those barriers can be mitigated without compromising the integrity or safety of schools.

Milikapiti

Aboriginal Education

Decision 29/2025 (Motion 34)

That the AEUNT advocate for a review and reform of NAPLAN to better accommodate students in all Northern Territory Schools, with particular focus on remote communities and Aboriginal students for whom English is an additional language or dialect.

Aboriginal Workforce

Decision 30/2025 (Motion 35)

That this Conference notes that housing arrangements in remote communities often involve shared living and communal contributions, and that current government housing and rental policies do not adequately reflect these realities.

In particular, existing frameworks for rental concessions and leaseholder responsibilities are based on individualised models of tenancy and budgeting that may not account for the practical and cultural norms of shared housing in remote settings.

That this Conference calls on the Northern Territory Government to review and expand its public housing rental concession policy for remote employees to ensure greater fairness and access for all staff by:

- Extending rental concession eligibility on a pro-rata basis to part-time employees;
- Exploring the introduction of a rental support allowance or equivalent benefit for remote employees who are not named leaseholders but are contributing to shared housing costs.

Aboriginal Workforce

Decision 31/2025 (Motion 36)

That DET, with an AEU representative, conduct an audit of the qualifications of Aboriginal Team Teachers to ensure correct placement on the ATT Pay Scale and that any identified underpayments are rectified through the provision of full backpay as a matter of priority.

Aboriginal Workforce

Decision 32/2025 (Motion 38)

That this Conference notes that the success of the original RATE program was built on a vision of self-determination, including:

- Schools as sites of adult education
- A philosophy and practice of team-teaching
- Recognition of students' cultural and language backgrounds
- Financial support for students to study full-time
- Strong ownership by elders and communities
- A culture of collaboration between schools, communities and training providers;

and calls for all initiatives currently being developed and funded by the Commonwealth and NT Governments to increase the number of Aboriginal teachers to include specifically-designed courses and delivery models that embody these characteristics, and urges all members to support their colleagues in the RATE program to complete their studies.

Aboriginal Workforce

Decision 33/2025 (Motion 39)

That the AEUNT advocate for Aboriginal staff members' attendance at Conference such as WIPCE to further empower and support their professional growth.

Decision 34/2025 (Motion 41)

That the AEU NT Executive advocate to the Department of Education and Training for the adoption of a revised class enrolment policy in remote schools, whereby: the maximum class enrolment is capped at 20 students; and the daily class size (i.e. student attendance cap) is limited to 15 students per day. That this policy include

provision for a class teacher to exercise professional discretion and agree to accommodate additional students above the daily cap on a case-by-case basis.

Class Size

Decision 35/2025 (Motion 42)

That the AEU NT Executive, advocate to the Department of Education and Training for class sizes to be capped at a maximum of 15 students in subjects involving specialised or potentially hazardous equipment (e.g. ICT, art, science, or workshop tools), in either of the following circumstances:

- where there is no teacher aide; or
- where there is no SESA support for students that require significant additional learning or behavioural support

That this advocacy include a proposal for policy change recognising the increased supervision demands, workload pressures, and equipment management challenges in these settings, and seek to ensure safe, sustainable teaching and learning conditions for both staff and students.

Class Size

Decision 36/2025 (Motion 43)

That this Conference calls for the implementation of class size caps across all NT schools, including:

- a maximum of 24 students in general classroom settings;
- a maximum of 22 students in Transition and Transition/Year 1 composite classes; and a maximum of 20 students in preschool classes, due to the developmental needs of young children

That this Conference further calls on the AEU NT Executive to:

- Campaign for the adoption of these class size caps through enterprise bargaining and public advocacy;

- Advocate for increased global budget funding to ensure class size reductions are achieved without compromising staffing levels or essential educational resources; and
- Engage with educators, parents, and stakeholders to build broad-based support for sustainable class size reform.

Early Years

Decision 37/2025 (Motion 44)

That this conference calls on the Department of Education and Training to strengthen and expand their early intervention services for students from Preschool to Year 2 who demonstrate behaviours placing them at risk of disengagement, behavioural escalation, or adverse educational outcomes. In strengthening these services, the Department should recognise national research showing that early behavioural support significantly reduces high school disengagement and suspension rates, and that effective early intervention lessens the later need for more intensive and costly Tier 3 behavioural interventions.

Early Years

Decision 38/2025 (Motion 45)

That the Early Childhood Position Statement is adopted as AEU NT Policy.

Early Years

Decision 39/2025 (Motion 46)

That the full-time officers direct the Department of Education to review and subsequently update the job description for FaFT FEs, with specific focus on a clearer job description and expectations aligned with the needs of FaFT sites. In addition, the Department of Education needs to review the FE's administrative load, cease

requiring any FaFT reporting beyond daily ECPAS input, and adjust their pay classification accordingly.

Early Years

Decision 40/2025 (Motion 47)

That the full-time officers direct the Department to take immediate action to ensure that all FaFT sites operate in National Quality Framework (NQF)-compliant spaces, with all associated costs covered by the Department rather than being drawn from individual school budgets.

Early Years

Decision 41/2025 (Motion 49)

Site-Specific Resourcing and Budgeting That the full-time officers direct the Department to evaluate and allocate resources to each FaFT site based on its specific needs and context, ensuring that operational budgets, staffing, and resources align with the Early Years Learning Framework (EYLF) and the National Quality Framework (NQF).

Early Years

Decision 42/2025 (Motion 50)

That the full-time officers direct the Department of Education to review and adjust the pay structure for preschool support staff to reflect their qualifications, ensuring: staff working towards a certificate receive appropriate remuneration, AO3 staff with a certificate are paid accordingly, and AO4 staff with a diploma are compensated fairly. This measure aims to retain quality early childhood educators within preschool settings.

Early Years

Decision 43/2025 (Motion 51)

That the full-time officers direct the Department of Education to update the job description for preschool teachers in charge, ensuring it accurately reflects their current roles and responsibilities. Furthermore, discussions must be held to recognise their workload and adjust their classification and pay accordingly, aligning with an ST3 level.

Parap Primary School

Early Years

Decision 44/2025 (Motion 52)

That the full-time officers direct the Department of Education to ensure preschool teachers in charge are provided with appropriate release time reflective of their workload, including planning for multiple classes and up to 44 children. Additionally, preschool support staff must receive dedicated release time to fulfill their professional responsibilities, such as child observations and program contributions.

Parap Primary School and Arlparra School

Early Years

Decision 45/2025 (Motion 54)

That the full-time officers direct the Department of Education to allocate and transparently report preschool funding in alignment with National Quality Framework (NQF) expectations. The Department must ensure that all preschools receive appropriate funding and resources to meet NQF standards and clearly communicate how federal and preschool reform funding is being utilized.

Decision 46/2025 (Motion 55)

That the AEU NT GEH Reference Group consider the following case studies in their campaign on housing standards, repairs, and security:

Case 1. Teachers in NT public housing are responsible for managing pests like mice and rats, which are a common problem in many homes.

Case 2. Asbestos in housing: Many remote NT communities have a legacy of asbestos containing materials in teacher housing. While there have been government programs for removal and remediation, asbestos remains a risk in some properties, and every house in some communities has required assessment or intervention.

Case 3. Broken security doors and car cages: Staff have reported poor housing conditions, including faulty air conditioning and security issues such as broken security doors and inadequate car cages, making homes vulnerable to break-ins.

Case 4. Break-ins and theft: There are documented cases of teacher housing being broken into, with property stolen or damaged. Some teachers have experienced their belongings being burnt, with little to no justice, restorative action, or support from school management or policy. There are also reports of no clear procedures or processes in place to support affected staff.

Case 5. Lack of response and procedures: Despite repeated reports and union advocacy, there is often no meaningful response or established process from the DET for authorities to address housing security or provide justice and restoration for affected staff.

Decision 47/2025 (Motion 56)

This Conference calls on the Northern Territory Government to meet its responsibilities under the Public Sector Employment and Management Act (PSEMA) to provide equitable terms and conditions of employment across agencies and promptly ensure that Department of Education and Training (DET) staff housing is furnished and maintained to the same standard as accommodation provided to staff employed by other Northern Territory Government agencies.

Government Employee Housing

Decision 48/2025 (Motion 57)

That this Conference re-affirms it's policy supporting the installation of lockable car cages for remote staff housing, and further calls for advocacy to extend this protection to include lockable enclosures for exposed power boxes, to enhance staff safety and reduce the risk of vandalism and damage.

Government Employee Housing

Decision 49/2025 (Motion 58)

That this Conferene calls on the Northern Territory DoE and relevant housing authorities to ensure the provision of battery powered lawnmowers and whipper snippers at all teacher residencies in remote communities. This support recognises the additional responsibilites placed on staff to maintain government housing yards.

Government Employee Housing

Decision 50/2025 (Motion 59)

That this conference calls for a system wide requirement that all government employee housing be made safe and habitable through the completion of yard and lawn maintenance prior to new staff taking up residence.

Government Employee Housing

Decision 51/2025 (Motion 61)

That this Conference calls for the Department of Education Housing division to undertake a review of housing allocation practices, including the apparent over-allocation of government employee housing to non-school-based staff in remote communities, and to provide transparency on how housing prioritisation decisions are made in comparison to the needs of classroom teachers.

Government Employee Housing

Decision 52/2025 (Motion 62)

That this Conference calls for the installation and maintenance of water filtration systems in the government employee housing provided to teachers across the Northern Territory. Particularly in remote and regional locations, to ensure equitable and reliable access to safe drinking water as a basic health and well being standard.

Minimum Resourcing

Decision 53/2025 (Motion 63)

This conference calls upon the AEU NT to ensure that all schools be resourced with at least one dedicated office-based administrative staff member, to reduce the workload placed on principals and teaching staff and to mitigate the risk of career burnout.

Minimum Resourcing

Decision 54/2025 (Motion 64)

That this conference directs FTOs to lobby DET to fulfil their promise of all NT students up to Yr 6 receiving swim lessons, by fully funding the mandatory program to ensure that schools are not forced to take on the costs of a poorly planned policy.

Minimum Resourcing

Decision 55/2025 (Moton 65)

That the AEU NT lobby the Department of Education and Training, or other relevant government agencies, to immediately allocate additional funding, separate from school budgets for security patrols to protect schools and government housing, ensuring the safety of staff and residents.

Minimum Resourcing

Decision 56/2025 (Motoin 66)

Noting that the new government’s attendance strategies include employing a number of staff to re-engage students,

This conference calls upon the FTO’s to lobby DET to assign all student engagement officers to one school only and review their job description to include classroom reintegration and support for students who are re-engaging in the school setting.

School Funding

Decision 57 (Motion 68)

This Conference calls upon FTOs to lobby the government to centrally fund expenses relating to schools sending staff to mandatory Professional Learning events.

School Funding

Decision 58 (Motion 69)

This Conference calls upon the government to reinstate central funding for essential vehicles and IT equipment for schools and other expenses previously funded externally.

Decision 59 (Motion 70)

That this Conference affirms the AEU NT’s long-standing commitment to free public education, and acknowledges that both the Education Act and union policy reject the practice of schools charging families for curriculum delivery, including elective subjects and curriculum-linked excursions.

That this Conference notes with concern that the removal of voluntary contributions and school-charged excursion fees, while necessary and principled, has exposed longstanding underfunding, particularly in areas such as The Arts, Design and Technologies, Health and PE, and integrated learning programs.

That this Conference calls on the Northern Territory Government and the Department of Education to:

- Ensure that all schools are provided with sufficient baseline and needs-based funding to deliver a broad and diverse curriculum, including electives and excursions, without charging families;
- Allocate dedicated resources for practical and experience-based learning, including materials, staffing, and transport costs associated with curriculum-linked excursions;
- Review the use and allocation of funds such as Back to School (BTS) vouchers, and ensure that unspent education allocations are not absorbed centrally but retained or redirected to meet unmet school needs;
- Guarantee that school leaders retain the flexibility to decide how allocated funding is used, in consultation with their communities, to best meet student learning needs and ensure equity.

Decision 60 (Motion 71)

This Conference calls upon the NT Government to provide funding for students with disabilities on the basis of their need, regardless of whether or not their school has an annex for special education.

Decision 61 (Motion 72)

That this Conference notes that the recently ratified NTPS Educators Enterprise Agreement includes significant new commitments including increased pay, additional release time, smaller class sizes, and workload reduction measures and that these commitments are funded from within the scope of the Schooling Resource Standard (SRS).

That this Conference further notes that schools require clear and timely information about the portion of their global budgets, derived from SRS funding, that is specifically intended to support EA implementation.

That this Conference calls on the AEU NT Executive to seek urgent clarification from the Department of Education and Training and the Northern Territory Government regarding:

- The total amount of SRS-derived funding being allocated to implement EA commitments;
- How this funding is calculated and distributed across schools; and
- How the Department will ensure that schools can meet EA obligations without compromising essential programs or staffing funded through the base SRS allocation.

That this Conference further calls for full transparency in the tracking and reporting of EA-related funding at the school level, to ensure that improvements negotiated through the EA are fully deliverable in practice.

School Funding

Decision 62 (Motion 73)

This Conference calls upon the NT Government to openly explain what, if anything, schools are expected to do about supporting students on the Intensive Support Roll and to specify what funding is to be used to allow for any support to take place.

School Funding

Decision 63 (Motion 74)

This Conference notes that the continued use of School Council contracts raises serious concerns about compliance with the Fair Work Act’s provisions on casual conversion, job security, and employer obligations.

That this Conference calls on the Department of Education and Training (DET) to immediately cease the practice of employing support staff on School Council contracts.

That all staff currently employed under School Council arrangements be offered fixed-term employment under the NTPS General or NTPS Educator’s Enterprise Agreement, no later than the beginning of Semester 2, 2025.

That this Conference directs the AEU NT Branch Executive to initiate formal proceedings, including a dispute through the Fair Work Commission, should DET fail to implement these changes by the specified deadline.

School Funding

Decision 64 (Motion 75)

That this Conference notes that the current Student Needs-Based Funding Formula used by DET fails to adequately reflect the full complexity of student need across Northern Territory schools.

While community-level SES indicators such as ICSEA scores and parental education level are important components of a needs-based model, they do not capture the concentrated disadvantage and high support needs that exist within many schools not traditionally classified as low-SES.

In a 2024 AEU NT survey, more than 50% of educators reported that over half their class was performing more than two years below year-level benchmarks, a pattern observed consistently across urban, regional, and remote schools.

Schools serving these complex cohorts without targeted resourcing are experiencing significant impacts, including the reduction or loss of support programs, difficulty retaining education assistants and wellbeing staff, and an inability to maintain basic learning infrastructure.

That this Conference calls on the Department of Education and Training to urgently review and refine the current funding model to ensure it accounts for intra-school complexity, including academic underachievement, disability, behavioural support needs, trauma, and transience, so that funding reflects not only where a school is located, but also what its students actually need.

School Funding

Decision 65 (Motion 76)

That this Conference calls upon the full-time officers to insist that the Department of Education and Training provide funding for special needs on a needs-based approach, ensuring that resources and support are allocated equitably to meet the specific requirements of students with special needs, rather than a blanket or arbitrary funding model.

School Funding

Decision 66/2025 (Motion 77)

This Conference calls upon the NT Government to launch an inquiry into the historical underfunding of public schools during the Effective Enrolment era with potential reparations for past underfunding to be in the scope of this inquiry.

Political Activism

Decision 67/2025 (Motion 80)

The AEU NT Branch Conference calls for changes to the NTPS Code of Conduct around language requiring employees to be apolitical rather than non-partisan, noting that what construed as political in the classroom changes according to the government of the day. The best teachers connect classroom content to the world around us, even when it has been politicised.

Political Activism

Decision 68/2025 (Motion 82)

The AEU Northern Territory Branch stands in solidarity with the people of Palestine. This includes:

- Union support for members who take appropriate and peaceful action to advance the human rights of Palestinians and reject any unlawful employer and government actions that seek to restrict appropriate and peaceful action.
- Union support for teachers who choose to highlight Palestinian voices in their teaching programs, in accordance with the Australian Curriculum general capabilities of ethical understanding, intercultural understanding, and critical thinking, as well as the TRB code of ethics.
- Working with the broader union movement and supporting the ACTU, call for the Australian government to take immediate steps to secure peace, by: using all means within its power to achieve a permanent ceasefire, ending all investments and economic and military trade with Israel, sanctioning Israeli government officials, military leaders, individuals and entities involved in Israel, genocide, occupation and apartheid regime.

Political Activism

Decision 69/2025 (Motion 83)

The AEU NT Branch Conference calls on the Department of Education and Training to establish a policy regarding sponsorship of school programs by harmful industries. Any programs sponsored or partnered by companies involved in the sale, promotion, or manufacturing of weapons should not be permitted to run programs in schools.

Remote Conditions

Decision 70/2025 (Motion 84)

That this Conference calls on the Northern Territory Government to fund the annual transport of vehicles belonging to teachers employed in remote locations, allowing one barge transfer per school year to access vehicle maintenance and safety services unavailable or not suitable in community, such as (but not limited to) wheel alignments, tyre replacements, and mechanical inspections.

Remote Conditions

Decision 71/2025 (Motion 85)

That this Conference calls on DET to fund the return travel and freight costs of teachers who have relocated from interstate to take up remote positions, with return provided to their original place of recruitment or to an alternative location of equivalent distance, at the conclusion of their contract or upon completing two years of remote service.

Remote Conditions

Decision 72/2025 (Motion 86)

That this Conference calls on the Federal Government to amend the current incentive that clears HECS/HELP debts of teachers after 4 years of qualifying service in a remote school to instead be reduced by 25% on a pro rata basis, not depending on the completion of the full 4 years.

Remote Conditions

Decision 73/2025 (Motion 87)

That this Conference notes: The Remote Allowance is currently indexed to wages rather than actual living costs. Over the past decade, essential costs in remote communities, freight, food, fuel, power, and travel, have increased by an estimated 6-7% per year above rates in regional centres.

The formula used to calculate the allowance has not been reviewed in over ten years and no longer reflects current cost pressures.

This has led to a significant erosion of the allowance's real value, particularly in the most remote and high-cost locations.

That this Conference calls on the AEU NT to advocate for:

- A comprehensive review of the Remote Allowance formula, based on actual cost differentials between remote communities and regional centres;
- A revised model that reflects the faster rate of cost increases in remote areas; and
- A new indexation method that aligns with real-world cost-of-living trends rather than general wage movements.

Remote Conditions

Decision 74/2025 (Motion 89)

This Conference calls on the Commissioner for Public Employment to review and update school remoteness classifications to ensure that:

- Any school that cannot be accessed by road from Darwin or a regional centre is recognised as Remote Category 3 (or equivalent in future models);
- Particular attention is given to island schools, where freight reliance and high travel costs compound access issues.
- Where travel is dependent on weather or commercial providers

Remote Conditions

Decision 75/2025 (Motion 90)

That this Conference notes the current inequity in relocation entitlements, whereby Clause 28.5 of the 2024-2027 NTPS Educators Enterprise Agreement provides relocation assistance for fixed period employees concluding service in remote locations, while ongoing employees receive no equivalent support upon resignation or retirement.

That this Conference calls on the Commissioner for Public Employment to reform current policy to ensure that all educators working in remote localities, including those employed on an ongoing basis, are eligible for relocation assistance upon conclusion of service.

Remote Conditions

Decision 76/2025 (Motion 92)

That this Conference requests AEUNT executive demand Department of Education and Training to provide an additional yearly retention payment for remote teachers who remain teaching in a remote NT school, accrued from the beginning of their fourth year. This is to recognise in monetary terms, long term, committed remote teachers who choose not to use the guaranteed transfer from remote to urban but instead continue their teaching service to remote communities.

School Safety

Decision 77/2025 (Motion 94)

The this Conference calls on the Department of Education and Training to develop a working in heat/extreme weather policy for adults (and children) working in NT Government schools that includes:

- Parameters for the three distinct climate zones in the Northern Territory,
- Safe temperature, relative humidity and exposure times indoors and outdoors for working in schools,
- Practical and reasonable long and short-term actions to mitigate heat injury and illness,
- Practical and reasonable long and short-term actions to ensure reasonable work conditions.

School Safety

Decision 78/2025 (Motion 95)

That this Conference calls on the Department of Education to fund and prioritise the installation of permanent shade structures over exposed school footpaths and outdoor thoroughfares, particularly in areas where students are regularly required to walk during peak heat periods. This is in recognition of increasing surface temperatures across the Northern Territory and the associated risks of heat injury and burns to students and staff.

School Safety

Decision 79/2025 (Motion 96)

That this Conference affirms that all educators have a legal and professional right to a safe, respectful workplace, free from behaviours including but not limited to violence, threats, abuse and harrasment both physical and sexual. That this Conference notes with concern the rising incidence of student behaviours that undermine staff safety and disrupt learning environments, and the growing frustration among members regarding the erosion of school-based decision-making and the inadequacy of current support systems and suspension policies.

That this Conference calls on the Department of Education to, in consultation with the AEU NT:

- Urgently review and reform the current suspension policy to restore the capacity of principals and school-based leaders to manage serious behavioural incidents, including the right to externally suspend without undue delay;
- Develop and implement clear protocols for managing situations where a student has breached a staff member's right to a safe workplace through physical violence, verbal abuse, or credible threats including the right of an educator to be removed from contact with that student if they feel unsafe;
- Ensure that students who pose an ongoing safety risk or are persistently disengaged and disruptive are provided with appropriate alternative educational placements or intensive, targeted support programs that uphold both the student's right to education and the staff's right to a safe working environment;
- Allocate additional funding and staffing to schools to support students exhibiting high-risk or complex behaviours, including access to counsellors, occupational therapists, and culturally appropriate specialist behaviour support and disability support personnel;
- Establish transparent policy frameworks based on a recognised psychological support model that support consistent, fair, and effective responses to complex student behaviour while maintaining staff safety, student dignity, and whole-school wellbeing.

School Safety

Decision 80/2025 (Motion 97)

This Conference requestes the Department of Education and Training form a committee with AEU NT representative/s and DET representative/s to develop a working in heat policy.

Secondary Review

Decision 81/2025 (Motion 101)

The AEU NT Branch conference calls upon the DoE to issue a clear process and timeline for consultation about the secondary review, being transparent at each stage about how that feedback is implemented.

Students with Additional Needs

Decision 82/2025 (Motion 103)

AEUNT Conference Motion Title: Clarification and Support for Teachers of Students with Special Needs Proposed by: AEUNT Jingili Sub-Branch Date: 4 May 2025 This Conference Notes That: 1.Teachers are experiencing increasing workloads due to the rising number of students with special needs in mainstream classrooms. 2.There is currently no clear guideline on what constitutes an excessive number of Nationally Consistent Collection of Data (NCCD) identified students per class. 3.Teachers require additional support, resources, and workload adjustments to effectively meet the needs of students with disabilities. This Conference Believes That:

- 1.Clear class structure and workload guidelines must be established to define the maximum number of NCCD-identified students in a single class before adjustments are made.
- 2.When this limit is reached, schools must take action, including:
 - Adjusting class sizes accordingly.
 - Providing additional classroom support (e.g., Special Education Support Assistants).
 - Relieving teachers of non-essential duties to manage increased workload.
 - Allocating one additional hour per week of release time for teachers to complete NCCD paperwork.

3. Increased and targeted funding must be allocated within school global budgets to cover these necessary adjustments and ensure sustainable support for teachers.

This Conference Resolves To:

1. Call upon the AEUNT Executive to seek urgent clarification from the Education Department regarding class structures and the maximum number of NCCD-identified students per class.
2. Advocate for policy commitments that ensure workload adjustments, class size reductions, additional support, and release time for affected teachers.
3. Pursue increased funding within school global budgets to support these measures effectively.

Wellbeing

Decision 83/2025 (Motion 104)

That this conference requests for the AEUNT to formally request that the Northern Territory Department of Education develop, fund, and implement a comprehensive health and wellbeing support package for all educators. This package should include free health insurance, additional wellbeing and leave entitlements, travel subsidies for medical appointments, and access or provision for health and fitness services where possible. That this matter be pursued through enterprise bargaining, policy advocacy, and regular consultation with the Department and that progress be reported back to members.

Wellbeing

Decision 84/2025 (Motion 105)

That this Conference calls on the DET to embed proactive mental health measures within its educator wellbeing strategy such as:

- The appointment of dedicated staff wellbeing leads at the regional or school-group level, responsible for coordinating support services and acting as a referral point for staff;

- The introduction of annual workload and psychosocial risk assessments, conducted in partnership with union representatives, with clear accountability for acting on identified risks;
- Guaranteed access to trauma-informed debriefing for educators involved in critical or distressing incidents, including culturally appropriate support options;
- The provision of opt-out, confidential counselling sessions offered at least twice per term, with a focus on early intervention and normalising mental health care in the education workforce;
- Development of a tailored remote educator wellbeing support package, including subsidised restorative travel, access to regional counselling, and additional leave arrangements to address the cumulative impact of remote workload and isolation.

That this Conference further calls on the AEU NT Executive to advocate for increased, sustained government funding and systemic investment in educator wellbeing as a core component of NT public education.

Wellbeing

Decision 85/2025 (Motion 106)

That the AEU NT Executive, advocates for a rebate or subsidy for NT teachers who choose to access independent counsellors outside the restricted EAP provider list. The current limitations on EAP-approved counsellors do not always meet the diverse needs of teachers, impacting their ability to receive suitable mental health support. The AEU NT Executive will engage with the Department of Education to negotiate financial support for teachers seeking counselling from qualified professionals of their choice. This action should be taken to ensure teachers have flexible access to effective mental health care.

Wellbeing

Decision 86/2025 (Motion 107)

That the AEU NT Executive, advocates for a rebate or subsidy for teachers to access mental wellbeing programs such as mindfulness workshops, fitness classes, or peer support groups. NT teachers face high levels of stress and burnout, and supporting their mental health is essential for retention and job satisfaction. The AEU NT Executive will engage with the Department of Education to secure funding or

reimbursement options for teachers participating in approved wellbeing initiatives. This action should be taken to ensure teachers have greater access to preventative mental health support.

Wellbeing

Decision 87/2025 (Motion 108)

That the AEU NT Executive, advocates for the removal of the requirement for NT teachers to reapply with a new reason to access additional EAP counselling sessions. NT teachers face ongoing stress and workload pressures, yet the current system forces them to justify further support instead of allowing continued care. The AEU NT Executive will engage with the Department of Education to negotiate automatic approval for additional sessions when needed, without requiring teachers to provide a different reason. This action should be taken to ensure teachers can access consistent and effective mental health support.

Workload Reduction

Decision 88/2025 (Motion 109)

This conference calls on the AEUNT, through its Full-Time Officers, to take immediate and forceful action in demanding that the Department of Education confront the escalating crisis in education. The Department must prioritize reducing the unsustainable workload burden on teachers, to implement long-term, strategic solutions to the ongoing teacher shortage rather than continuing with the ineffective, short-term fixes such as rolling reliefs for classes that are currently in place.

Decision 89/2025 (Motion 110)

That this Conference directs the FTOs to lobby DET for the new NTG Mandatory training and any further to come; to be completed within the already allocated 1hr meeting time, not on top of or after hours.

Decision 90/2025 (Motion 111)

The AEU NT:

1. Acknowledges the profound grief and trauma caused by the recent tragic death of Linford Feick, and expresses our deepest condolences to his family, loved ones, colleagues, and the broader community affected by this loss;
2. Opposes the recent amendments to NT bail laws, including expanded presumptions against bail and the removal of detention as a last resort;
3. Notes that these changes are not evidence-based, will not effectively reduce crime and risk disproportionately harming Aboriginal young people and marginalised communities;
4. Calls on the NT Government to reverse their reforms and invest instead in proven, community-led approaches that address the root causes of crime – such as access to education, mental health support, housing, and culturally safe youth services;
5. Commits to advocating for justice policies that prioritise prevention, rehabilitation, and long-term community safety.

Centralian Senior College

Decision 91/2025 (Motion 112)

That this Conference recognises with deep sadness the passing of Rachel Jay, a pivotal and long-serving member of the AEU NT both as an Executive representing the Katherine region and an active member. Rachel was a robust and vivacious teacher who dedicated over 30 years to education in Katherine, demonstrating unwavering commitment to her students, colleagues, and community. Her passion for her region and her profession was evident in all that she did. This time last year, she was in the room with us fighting for better conditions for all. Rachel's legacy will endure through the countless lives she touched and the tireless advocacy she provided on behalf of her peers. This Conference extends its heartfelt condolences to her family, friends, and not only the Katherine education community but all who knew her.

Decision 92/2025 (Motion 113)

That this conference condemn the Department's ongoing failure to address the critical staffing crisis in schools, which has been further exacerbated by its refusal to act on work visa barriers for overseas educators despite the clear mandate of the 2024 AEUNT conference motion. That this Conference condemns the Department's

ongoing failure to address the critical staffing crisis in schools, which has been further exacerbated by its refusal to act on work visa barriers for overseas educators despite the clear mandate of the 2024 AEUNT conference motion. This year has seen Departmental Officials deflecting responsibility back onto individual schools rather than implementing systemic solutions, this sub-branch demands that the AEUNT Executive take immediate and sustained action to compel the Department to deliver urgent, tangible solutions to this worsening crisis.