



Decisions of the 2021 Branch Conference 1-2 May, Alice Springs Convention Centre

Affiliations

1. That the AEU NT affiliates with Unions NT for the 2021-22 financial year.

Branch Conference

2. That the 2022 AEU NT Branch Conference be held in Darwin.

Non-Contact Time

3. This Conference requests that the FTOs work with the DoE to ensure that the Teacher Responsibilities Guide (TRG) provides greater clarity with respect to collaborative planning and non-contact time. Currently teachers in many workplaces are directed to attend meetings during non-contact time and/or after school hours, over and above the one (1) hour prescribed meeting limit.
4. That this Conference requests the AEU NT to demand an increase of NCT to a minimum of six hours per week for a preschool teacher in charge position to counteract the Quality Improvement Plan completion time. The NQF standards state the Approved Provider should complete this. The Approved Provider is NTG.

School Funding

5. This Conference calls on the FTOs to lobby the NT Department of Education to centralise the funding of all relief teachers in remote schools.
6. This Conference calls on the FTOs to lobby the Northern Territory DoE Chief Executive to remove the cost of CT salaries from school budgets, such that all salaries are paid from a central fund.
7. That this AEUNT Conference directs the FTOs to request the DoE to address the policy on current targeted funding levels for bilingual schools to reflect the needs of running a bilingual school sustainably and successfully.
8. This Conference calls on the FTOs to lobby the NT Department of Education provide increased funding to schools, in particular remote schools, to have the necessary equipment in classrooms eg: student desks, student chairs and student laptops.
9. This Conference requests that the AEU NT determines a minimum number of hours that Early Childhood Teachers (Transition – Year 2) should be given additional classroom support in the form of a Teacher's Aide/Assistant and demand that additional funding be provided to schools to ensure that this additional support is provided to teachers in these formative years.

10. That Conference calls on the Department to provide staff and school funding which is more responsive to the increase in student attendance i.e. ensure schools are properly equipped to handle sudden and unexpected increases in attendance.
11. This conference calls on the AEU NT to include in their bargaining log of claims funding for car repair reimbursements for damages resulting from harsh remote road conditions (eg windscreen cracks, blown tyres, wheel alignments). With a negotiated cap reflective of a remote category (eg \$500 cat 1, \$1000 cat 2, \$1500 cat 3) per annum.
12. This Conference requests the Full-time Officers to negotiate for additional physical resources in special education settings. This should include, but not limited to, additional classrooms, office space, library, resource and sensory rooms.

Permanency

13. This Conference requests that the full-time officers take steps to ensure the continuation of the permanency process (as noted in the most recent EA). Further to that this Conference requests that the FTOs demand that the Department of Education implement policy that requires all schools to complete a permanency process AT LEAST once per annum to maintain a permanency rate of 80% or above.

Enterprise Bargaining

14. This Conference requests that the FTOs lobby the DoE to include additional stipulations in the TRG with respect to timely communications. These stipulations relate to administrative or other work directions such that the work requested must be able to be completed in the reasonable working hours of a teacher. As a minimum this should prevent any teacher being compelled to complete any work requested after the close of business for the following (business) morning.
15. This Conference directs the enterprise bargaining team to seek changes to the remuneration of Assistant Teachers so that they are paid according to the work they do, not solely according to their qualifications. The AT position standards contained in Schedule 1 of the current EA should be reviewed, in consultation with ATs and remote principal members. And, a fair and accessible process should be developed through which Assistant Teachers can demonstrate that their experience and abilities meet the requirements of a higher classification level.
16. This Conference directs the FTOs to lobby DoE and OCPE to adopt a mechanism that allows HR to issue special study leave points to DoE employees based on their time spent in remote categories rather than the location of their residence.
17. That this conference directs the bargaining team that in addition to rejecting the pay freeze, to negotiate to:
 - Maintain wage growth to make NT teachers the best paid
 - Improve working conditionsThis is necessary to attract and retain teachers.
18. This Conference requests that EA negotiations include essential break times into the new EBA and seeks clarity around entitled breaks.

19. This conference requests the FTO negotiate with the OCPE and DoE to create a “special paid category” of leave which will ensure teachers who are requested to isolate/quarantine do not lose personal leave entitlements.
20. This conference directs the FTOs to lobby the DoE to provide a centrally-funded allowance for classroom teachers working in homeland learning centres, to reflect the additional responsibilities they undertake as there are rarely members of leadership accessible/ onsite. These responsibilities are beyond the scope of their roles as CTs and included but are not limited to being the primary point of contact during incidents, liaising with families and dealing with additional administration tasks.

Housing

21. This Conference requests that the FTOs work with the DoE to establish a binding service level agreement with the relevant NT government agencies that:
 - Ensures a minimum safe standard for all government employee housing
 - Clear processes for housing allocation
 - Timely completion of all maintenance (in line with the aforementioned minimum safe standard)
 - Minimum period of stay
 - Consistent standards for furnishing and cleanliness
 - Does not require teachers to share
22. This Conference requests the FTOs negotiate the immediate reinstatement of the rental subsidy for teachers currently in and taking positions in Katherine. Rental properties in Katherine are limited and prices are high.
23. That conference calls on the DoE to have Internet and phone services in our Department Homes, as sometimes we can wait up to 2-3 months for these services to be installed. When teachers move on from community they take all their equipment with them and the new teacher then has to reorder equipment and wait for services to be resumed. Not all communities have mobile coverage and we have to rely on internet coverage to stay in touch with our families.

Homelands

24. This conference directs the FTOs to lobby DoE to progress the recommendations made in the review of education services in Homeland Learning Centres. Of urgent concern is the lack of “multi-site” loading within the School Resourcing Model which limits the capacity of homeland schools to resource their homeland sites to the same standards and staffing as other single site schools.

Work Health & Safety

25. That this Conference directs the FTOs to organise a survey of remote and urban schools on the state of their infrastructure, with regards to:
 - fitness for purpose,
 - compliance with Australian standards,
 - workplace health and safety issues including:
 - leaks, mould, and asbestos
 - the costs of ongoing maintenance,
 - acoustics and lighting
 - and the impact of these problems on school budgets and student and staff well-being.

26. In response to increases in violent student behaviour, Conference calls on FTOs to lobby for a mechanism to identify when a school is in crisis. The crisis support may include counsellors with immediate capacity and additional teachers from the department budget. This would include additional staff training until the school is no longer “in crisis”.
27. That this Conference calls upon the AEU NT to support members’ right to choose being vaccinated with the COVID vaccinations.
28. This Conference calls on the FTOs to lobby for an upgrade to the massively outdated and often unsafe outdoor play equipment in remote locations.

Special Education Provision

29. That this Conference directs the Full Time Officers to lobby DoE to allow primary schools to establish special needs annexes or centres by approval, on an annual basis thus providing options for inclusion and well-being beyond a child’s placement in a designated special school.
30. That this Conference directs the Full Time Officers to demand that the NT DoE ensure the equivalent per capita allocation for students verified for Special Centre Functional placements is made available to the mainstream school on a term by term basis to support their wellbeing and inclusion until a Special Centre place becomes available.
31. That this Conference requests the full-time officers request the Department create a list of qualified emergency relief Support Officers that schools can use to replace SESO/SESA if they are absent.
32. This Conference directs the AEU NT to lobby the Department of Education to address the wait times for students to be assessed for learning and behavioural disabilities, either by employing more school psychologists to carry out assessments, or by allowing schools to provide observations as evidence of imputed disability and to allow placements and funding whilst awaiting formal assessments. This is crucial to ensure schools are meeting their responsibilities under the Disability Discrimination Act for fair access to education.

Aboriginal and Torres Strait Islander Teacher Recruitment

33. That this conference directs the Full Time Officers to lobby DoE to work with Aboriginal and Torres Strait Island nations to ensure ongoing successful pathways for recruitment, retention and permanency of Aboriginal and Torres Strait Islander teachers.

Class Sizes

34. This Conference directs the AEU NT full time officers to lobby the NT Department of Education to limit the number of EALD students to 10 in any class context to reflect the needs of EALD students to enable them to receive the support they deserve and thus close the gap that is so frequently referred to.
35. This conference directs the AEUNT to lobby the Department of Education to provide sufficient staffing and resources, and to give schools the capacity to reduce maximum class sizes to 11 where students are performing more than two years below their year level.

ICT Support

36. This Conference directs the AEU NT to lobby DoE to provide adequate funding to resource schools with appropriate ICT technology. There is currently an unacceptable disparity between schools as it is not possible to access the entire curriculum without reliable technology. This should not be left to individual school budgets as many schools are unable to meet the costs required for new ICT equipment.

Professional and Career Development

37. This conference directs the AEUNT to lobby DoE to provide meaningful career pathways, including contracted and ongoing positions, for school council employed classroom support staff.

Teacher Recruitment

38. That the FTOs petition the DOE to have teachers recruited from a different jurisdiction be paid accordingly to their qualification and experience on commencement of employment.
39. That this Conference requests the FTOs negotiate with the DOE that the contracts of all new teachers to the Territory commence one week prior to term start date as a means to allow new teachers, particularly graduate teachers, sufficient time for preparation.
40. This conference directs the FTOs to negotiate with the DoE to fill the current vacancies for the Positive Learning Centre (PLC) in Katherine within a reasonable time frame. At present, there is no staff employed.

Miscellaneous

41. This Conference directs the FTOs to request that the NT Department of Education initiates a formal review to investigate the success and operational management of middle schooling. Evidenced-based research needs to be examined to assess whether the middle schooling model leads to better educational outcomes for our students.
42. That this conference directs the Branch Executive to develop concrete proposals to improve the conditions and entitlements of Assistant Teachers in the new EA, and work through sub-branch representatives to submit these to AT members for approval and feedback before taking them into negotiations. Additionally, there should be remote and urban AT members on the bargaining team for parts of the negotiations that most affect them.
43. That Conference directs NT DoE and the work areas within it such as HR, Payroll and the Director's office to work cohesively to recognise the prior service of ATs and SESOs moving to work in NTG schools from overseas, interstate and from non-government settings.