

TEACHER AND EDUCATOR ENTERPRISE AGREEMENT BULLETIN 15

AEU-NT EXECUTIVE ENDORSE THE PROPOSAL

Since my last [bulletin](#), the Australian Education Union NT Branch (AEU-NT) Executive have met and endorsed the proposal that I put to them. Today I wrote to the AEU-NT formally in the terms outlined. I expect that a formal response will be received by 7 November 2014.

It is now my intention to progress the process to ensure teachers will have the opportunity to consider and vote on the offer before the end of the school year.

If you wish to know more about the final offer, endorsed by the AEU – NT Executive, I refer you to [Information Sheet 13](#).

The key elements of the offer include the following:

Salary Quantum

Subject to the achievement of the efficiency measures in this offer and the approval of the agreement by the Fair Work Commission:

- an initial salary increase of 3 per cent to be paid from the first pay period commencing on or after 1 September 2014, being the date when bargaining recommenced; a second salary increase of 3 per cent to be paid from the first pay period to commence on or after the day the Agreement is made in accordance with s182(1) of the FW Act;
- a third salary increase of 3 per cent effective from the first pay period to commence on or after 11 October 2015; and
- A fourth salary increase of 3 per cent effective from the first pay period on or after 11 Oct 2016.

This is a competitive offer and will ensure that Northern Territory Public Sector teachers and educators are amongst the best paid in Australia.

Term of the Agreement

The new agreement is to have a three year one month term that will expire on 11 October 2017.

Teacher Responsibility Guide

It is also proposed that the agreement contain a clause that refers to the teacher responsibility guide. It will state that this is an agreed document and that for the

life of the agreement it will not be changed without the agreement of the AEU-NT. However, the clause will also state that the responsibility guide is not incorporated into the agreement.

Assistant Teachers

The agreement will include an improvement to the Assistant Teacher Career path by inclusion of an additional increment at the top of classification. Achievement of this incremental point would be conditional on the employee attaining an Advanced Diploma in Education.

Modest Efficiencies

The proposed agreement will also contain the following modest efficiencies.

(a) Accessing personal leave during the first 52 weeks of unpaid parental leave

Removal of clause 31.10(b) which provides an employee on the first 52 weeks of unpaid parental leave, access to personal leave. This will ensure consistency with the principle that there is no access to personal leave during any periods of unpaid leave that do not count as service.

(b) Replacement of the Extended Leave Scheme

The current Extended Leave Scheme is complex and difficult to administer due to salary variations and difficult leave accrual arrangements. The consequences of this are that the scheme is administratively resource intensive and there are high error risks. It is proposed to grandparent (keep in place) any existing employee arrangements until they are finalised, but replace the current scheme with advanced notice of leave without pay. This will provide employees and agencies with the ability to plan for extended leave requests (up to one year off) up to four years in advance of the proposed leave.

(c) Removal of clause 29.6

It is proposed to remove clause 29.6, which will ensure consistency with the merit principle, enshrined in the PSEMA.

(d) Review of Schedule 2 Redeployment and Redundancy Provisions

Through recent application of the redeployment and redundancy provisions it has become apparent that they are prescriptive, historical (with the wording outdated) and difficult to follow. The provisions require review to ensure they are up-to-date, readable and easily understood.

Removal of procedural elements (instead replacing them in an Employment Instruction), and review of provisions to take into account the Fair Work Act 2009 (Cth) minimum redundancy entitlements, including in regard to transfer of business matters.

Review of the income maintenance and access to accumulated sick leave provisions.

More Information

For further information on the proposed Agreement, explanatory notes, please call Sadie Smith on 8999 4173.

Regular Bulletins and Information Sheets on the bargaining process and proposals are posted on the OCPE website under the [Enterprise Agreement Negotiation Updates page](#).

Feedback

If you wish to provide feedback you can contact me directly at www.enterpriseagreements.nt.gov.au/feedback/. All feedback will be treated confidentially

A handwritten signature in blue ink, appearing to read 'C. Allen', with a horizontal line extending to the right.

CRAIG ALLEN

Commissioner for Public Employment
04 November 2014