

NTPS TEACHERS AND EDUCATORS' BULLETIN 5/2013

Revised Offer for a New Agreement for Teachers and Educators

Following careful consideration of the Australian Education Union's (AEU) views, the Northern Territory Public Sector Wages Policy 2013–2016 and the Northern Territory Government's fiscal position, I have today made a new offer to the bargaining representatives in an effort to reach agreement.

The new offer contains the following key elements:

- 3% per annum pay increase over a 4 year agreement;
- the Superannuation Guarantee increases in addition to the 3% per annum pay increase (not offset against the pay increase);
- retraction of the proposal to restrict personal leave without a medical certificate to two consecutive days, with the five day limit allowed each year; and a retention of the current provisions within those five days;
- an improvement to the Assistant Teacher career path by inclusion of an additional incremental point, conditional on the employee attaining an Advanced Diploma in Education;
- agreement to review Prison Educator and Senior Prison Educator issues;
- continuation of non-contact time and class size provisions;
- continuation of remote and regional initiatives;
- completion of the transition of the teachers of exemplary practice scheme to the highly accomplished and leading teacher scheme;
- a continued commitment to no forced redundancies and no job losses arising directly from the implementation of the new agreement achieved through a review of clauses 14.4(f) and 19.1;
- a continued commitment to offer voluntary redundancies (that includes a generous severance payment) prior to declaring an employee formally redundant and invoking notice periods;
- notice periods for employees who are formally declared redundant of 20 weeks or 40 weeks (40 weeks is for employees over the age of 45 years or with 20 years or more of service) up from my last offer of 4 or 6 months (17 weeks or 26 weeks);
- re-writing the redeployment and redundancy entitlement provisions into plain language;
- use of the two, flexible pupil free days for professional development in stand down;
- for an employee on unpaid parental leave which does not count as service, removal of access to personal leave which is then consistent with the treatment of other leave which does not to count as service; and

- replacing the extended leave scheme with an advanced notice of leave without pay scheme that ensures a similar entitlement.

Furthermore, together with this offer the CEO of DECS has undertaken to address the following concerns:

- establishment of a regular consultative committee to discuss issues of mutual interest regarding teacher working conditions;
- inclusion of provisions into the Teacher Responsibility Guide that acknowledge that schools make local decisions about classroom teacher workloads, timetable structures, specialist programs and class sizes;
- commitment to consult with the AEU about any proposed changes to the Teacher Responsibility Guide during the life of the new agreement;
- agreement to consult with the AEU about housing priorities for teachers including maintenance and other matters of concern; and
- discussion with the AEU of more effective management of relief teachers in remote areas.

This is a competitive offer and will ensure that Northern Territory Public Sector teachers and educators remain amongst the best paid in Australia at the same time as maintaining an appropriate balance of efficiencies for the Northern Territory Public Sector.

I am looking forward to the AEU's agreement before the expiry date of the current agreement to ensure that employees are not disadvantaged.

Additional information can be found below:

- [Information Sheet 3 / 2013: Details of the Revised Offer 27 August 2013](#)
- [Information Sheet 4 / 2013: The Wage Offer and CPI](#)
- [Information Sheet 5 of 2013: Frequently Asked Questions on the Redeployment and Redundancy Provisions](#)

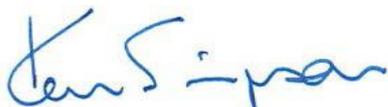
Feedback

Should you wish to express a view on the offer or make a suggestion you can provide your feedback to me directly at <http://www.enterpriseagreements.nt.gov.au/feedback/>. All feedback will be treated confidentially.

More Information

To keep you informed the OCPE has a webpage dedicated to enterprise agreement negotiations under the Enterprise Agreement Negotiation Updates page.

The website will be updated regularly with the latest information on negotiations, including bulletins, information sheets and other material.



KEN SIMPSON
27 August 2013