



NTPS TEACHERS AND EDUCATORS' BULLETIN 6/2014

Revised Offer for a New Agreement for Teachers and Educators

As you may be aware I have recently been engaged in discussions with representatives from the Australian Education Union – Northern Territory Branch (AEU-NT) in an attempt to progress negotiations. To date these discussions have been positive as the parties have discussed ways to break the impasse. I have listened to the key concerns from the AEU-NT on behalf of its membership and on Monday I formally made a revised offer for a new agreement.

The revised offer is made in a genuine attempt to settle the negotiations and ensure employees receive the first wage increase without further delay. I have requested a response from the AEU-NT by Tuesday 22 April 2014.

The salary offer is competitive and will ensure that NTPS teachers and educators remain amongst the best paid in Australia.

The new offer contains the following key elements:

- Retention of the nominal expiry date of 31 August 2017, providing a 3 year 4 month agreement;
- four x 3% pay increases over the term of the agreement;
 - initial salary increase of 3% to be paid effective from the first pay period on or after reaching an agreement;
 - the second 3% to be from the commencement of the first pay period commencing on or after 31 August 2014;
 - importantly, the new offer will retain the subsequent salary increase dates as the first pay period commencing on or after 31 August 2015 and 2016.
- inclusion of a reference in the enterprise agreement ensuring that the Teacher Responsibility Guide will not be amended without agreement with the AEU-NT;
- inclusion of provisions in the Class Size clause to provide the responsibility for managing class sizes for practical classes with the principal, taking account of any special needs and safety considerations;
- agreement to review Prison Educator and Senior Prison Educator issues;
- the Superannuation Guarantee increases in addition to the 3% per annum pay increase (not offset against the pay increase);
- 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;
- continuation of remote and regional initiatives;
- use of the two, flexible pupil free days for professional development either in stand down or as a minimum of two hour blocks outside of working hours;

- removal of access to personal leave for an employee on unpaid parental leave which does not count as service, which is inconsistent with the treatment of other leave which does not count as service;
- re-writing the redeployment and redundancy entitlement provisions into plain language and placing the redeployment and redundancy procedures in an Employment Instruction under the PSEM Act;
- updating the Highly Accomplished and Lead Teacher (HALT) clause to reflect the current program and allowance; and
- replacing the extended leave scheme with an advanced notice of leave without pay scheme that ensures a similar entitlement (those already on the scheme to continue).

Furthermore, together with this offer the CEO of Department of Education has undertaken to:

- address concerns regarding school resourcing through additional funding for schools through a memorandum of understanding;
- use of a regular consultative committee;
- agreement to review non-contact time for primary school teachers;
- agreement to consult with the AEU about housing priorities for teachers including maintenance and other matters of concern; and
- discussions for more effective management of relief teachers in remote areas.

For the full details on the offer [Information Sheet 10: Revised Offer 14 April 2014](#).

Where to from here?

I have asked the AEU NT to respond to this offer by Tuesday, 22 April 2014. I will keep you informed.

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.



CRAIG ALLEN

Commissioner for Public Employment

16 April 2014