

NTPS TEACHERS AND EDUCATORS' BULLETIN 9/2013

Revised Offer for a New Agreement for Teachers and Educators

Today I have put a revised offer for a new enterprise agreement, with improvements to the Australian Education Union – Northern Territory Branch (AEU-NT). I believe teachers and educators deserve a fair pay increase sooner rather than later and I am concerned that protracted negotiations will disadvantage staff by missing the opportunity for a pay increase in 2013.

The offer also follows public comments from the AEU and teachers that it is a fair one indicating the industrial action being taken is not a result of dissatisfaction with bargaining. In respect to resources in schools the enterprise agreement provides safeguards for maximum class sizes and matters concerning staffing levels can be considered under the 'management of change' provisions that are also in the agreement.

The revised offer is made in a genuine attempt to settle the negotiations and ensure employees receive the first wage increase in a timely manner. I have requested a response from the AEU-NT by 12pm Friday 22 November 2013, so that salary increases can be effective from the revised offer date.

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:

- 3% per annum pay increase;
- the first pay increase to be effective from 21 November 2013 (in accordance with the wages policy);
- retention of subsequent pay increase dates of 3% to be paid at the commencement of the first pay period commencing on or after 31 August 2014, 2015 and 2016;
- removal of my claim to reduce the redundancy notice periods;
- removal of my additional words relating to involuntary redundancies and job losses from clauses 14 and 19;
- nominal expiry date of 31 August 2017;
- 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;
- 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;

- 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 count as service;
- placement of provisions dealing with filling vacancies as a result of substantial change in an Employment Instruction under the PSEM Act
- 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
- 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 the following concerns in consultation with the AEU:

- establishment of a regular consultative committee;
- 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
- more effective management of relief teachers in remote areas.

For the full details on the offer [Information Sheet 6 / 2013](#): Revised Offer 19 November 2013

Where to from here?

I have asked the AEU NT to respond to this offer by noon on Friday, 22 November 2013. This will enable completion of the requirements of the *Fair Work Act 2009* before the end of the year. I will keep you informed

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
19 November 2013