



eReporter 2.0

Welcome to a special edition of eReporter. This no-frills version of the newsletter is because our talented multi-media producer, Paul Kimbell, is away on holiday! 'Normal service' will resume for the next edition...

Gonski

At the time of writing, Malcolm Turnbull's legislation to effectively dismantle our Gonski agreement was being debated in the Senate. In a disappointing move, Tasmanian Senator Jacqui Lambie is expected to vote in support of Turnbull's plan to rip-up our signed Gonski agreement. [Read our latest media statement here.](#)

TAFE news

TAFE Teaching staff agreement

The Department has begun processing the TAFE Agreement pay rises, and back pay, and they will land in your bank accounts soon but we can't say exactly when – it's up to the Department. Your first pay rise will also be followed by an additional 2% in March next year and is the final increment before the Agreement expires in June 2018. Importantly, there are no loss of conditions or entitlements but rather we have gained some important industrial and non-industrial entitlements. We secured the new agreement because of our strong level of unity and commitment. It's a great time to talk to with colleagues who may not yet be members about joining our union ([here's the link to the online form](#)).

MEMBERSHIP CONTRIBUTIONS

As membership fees are 1% of salary (+ GST), there will be a small fee increase in line with these pay rises. This will be processed automatically for members who pay by payroll, credit card and direct debit and will be incorporated into yearly tax statements. The *maximum* your membership contributions will rise will be 78 cents a fortnight. In relation to our current membership contributions, Executive are looking at the current structure with a view to changes that are in line with the Organisational Review process, currently underway.

National TAFE Day

National TAFE Day was a huge success with activities happening all around the state. See our facebook page for all the photos.

DOE teaching staff agreement

The DoE Teaching Service Agreement has been registered in the Commission and pay rises secured as part of the new agreement should have arrived in your bank accounts last week, along with back pay to March. This month's pay rise will also be followed by an additional 2% in March next year and is the final increment before the Agreement expires in June 2018.

WE WON THIS TOGETHER

The new Teachers Agreement recognises the value and professionalism of Tasmanian teachers with the creation of a new Band 1 Level 13 salary increment added to the top of the unpromoted scale. It also represents a pay rise of over \$4,500 for entry level teachers to ensure we attract and retain our best and brightest in the Tasmanian public education system. There were also terrific improvements for Maternity Leave, Partner Leave and very shortly we will be calling for expressions of interest to be involved in our workload working parties.

THE BENEFITS OF UNITY

We secured this agreement because of our strong level of unity and commitment. It's a great time to talk to with colleagues who may not yet be members about joining 'in union' ([here's the link to the online membership form](#)).

MEMBERSHIP CONTRIBUTIONS

As membership fees are 1% of salary (+ GST), up to Band 1 Level 12, there will be a small contribution increase in line with these pay rises. This will be processed automatically for members who pay by payroll, credit card and direct debit and will be incorporated into yearly tax statements. The *maximum* your membership contributions will rise will be 78 cents a fortnight. In relation to our current membership contributions, Executive are looking at the current structure with a view to changes that are in line with the Organisational Review process, currently underway.

Branch Council report

Branch President Helen Richardson reports from Council.

It was an historical moment in our union's history when Branch Council met in Launceston on Monday and signed off (unanimously) on our union's new three-year plan, strategic framework and staff structure. (Nb. These three updated strategic documents will be available soon on the "About Us" page of the website.)

The decisions made at Branch Council follow lengthy consultation with members and reflects the thoughtful feedback provided through workplace visits, Reps training and from participants at our Reps Conference.

There is an excitement for change and for a union focused on member activism, driven by members, winning for members.

There's still much hard work to be done but by working collectively, we have made great progress in a short time.

Moving forward, we will be reviewing our Branch rules to ensure that they are reflective of an activist, member led union.

We have established Reference Groups for Teacher Assistants and Lab. Techs for our Support Staff sector. In Term 3, a Principal Committee will be formed offering collective voice for Principal members to get wins on issues important to them.

Shortly, members will be invited to join Reference Groups to work on critical issues such as workload, salaries for promotable positions and health and wellbeing. Deliberations from these working parties will form the basis of our next Log of Claims for our next Agreement.

PLI linked to AITSIL

We recently had a briefing with the Professional Learning Institute (PLI) regarding the relationship between Professional Learning and the AITSIL standards. It is envisaged that all Professional Learning will be linked to the standards in the near future with the Department moving towards creating a professional structure for teachers and those wishing to go into leadership roles.

In brief the career structure is as follows:

Career commences as a Beginning /Graduate Teacher → after 2-3 years → gains "Proficiency" and Full Registration → Work towards becoming "Highly Accomplished" →

For those who wish to look at Lead Positions, such as Lead Teacher or Principal, programs will be in place to gain sufficient accreditation. For those who wish to be promoted to SES bands within the State Service there will be additional accreditation courses available. Much of the detail regarding the exact nature of courses, complexity, duration and places available are yet to be worked out and shared us. We will keep you updated on how the accreditation programs may affect you - watch this space!

Farewell to two fabulous activists

We farewelled two long serving Branch Councillors, Ailsa Hill and Loucas Papastavrou, who recently retired. Loucas Papastavrou started teaching full time in 1979 in Melbourne. He migrated to Tasmania in 1993 at first working at Brooks High School, followed by Alanvale College, University of Tas (English Language Centre), Queechy High School, Launceston College as International Student Advisor, Deloraine High, Exeter High, Brooks High, Port Dalrymple, and finally at Launceston College. He was a Victorian Teachers Association (later the AEU) member and school rep in Victoria. Then in Tasmania an AEU member (Rep at Port Dalrymple and at Launceston College) and Branch Councillor from 2010. Loucas regularly spoke with passion on behalf of his members at Council meetings and supported AEU campaigns.

Ailsa Hill started with the DoE on a studentship in 1979 and later undertook a graduate diploma in Librarianship. Ailsa has worked as a Teacher-Librarian at Huonville High, Queechy High, Tasmanian Technical College, Taroona High and Rose Bay High Schools. Ailsa was employed as an AST 1 at Taroona High in 1994 and actively involved in the AEU Women's Committee at the same time. She became a

Branch Councillor in 2010 and has been a highly engaged Rep, frequently following up and seeking support for her sub-branch members. Our President Helen can recall the dedicated work that Ailsa did with the AEU Research Officer in building a case and advocating for improved staffing and resources for school libraries. Ailsa has also been particularly active in the Gonski campaign and even in early retirement, she attended our COAG event and made herself available to media to represent AEU member views.

On behalf of the AEU, we congratulate both Loucas and Ailsa on their long and valued contribution to our union and wish them all the best for the future. (see photos on facebook)

Education Act update

The new Tasmanian Education Act extends the compulsory years of education and training by:

- establishing a minimum school starting age of 4 years and 6 months with the compulsory school starting age remaining at 5,
- enabling children to attend kindergarten in the year before Prep from 3 years and 6 months; and
- extending the minimum education and training leaving requirements to completion of year 12, certificate III or 18, whichever occurs first.

The exemption from the education and training leaving requirements on the basis of employment continues. The employment requirement has been increased from 25 hours to 35 hours a week in line with the Australian Bureau of Statistics' definition of full-time employment. These changes will take effect in 2020. The Act was passed in its entirety, however, clauses 8 (earlier starting age) and 9 (compulsory attendance to age 18) are conditional upon the government providing a social and economic report identifying the impact on education and care services (child care) to both upper and lower houses.

The government engaged KPMG to undertake consultancy with the early childhood and care services sector along with Michael White consultancy. These reports are currently with DoE Secretary, Jenny Gale, who is required to table her report by mid-September.

Queen's Birthday award winners

Well done to those Tasmanian member educators who received awards in the 2017 Queens Birthday Honours List. We would like to congratulate these members, past and present, for their commitment to education – their achievements have received high recognition. Retired educator, Karen Gee, was awarded a Public Service Medal in the Meritorious Division for outstanding service in public education. Her skills and knowledge in teaching, special education and psychology were recognised as well as her contributions to the area of autism as a Tasmanian and Australian Ambassador in the Griffiths Scales of Child Development. Karen was also awarded a Hardie Fellowship in 2009. Director of Disability Programs Support and Development with the DoE, Lynne McDougall, also received a Public Service Medal for outstanding service in public education. Lynne has worked tirelessly with students with disabilities and their families. In particular, her efforts to facilitate positive change to approaches, understandings and culture with regard to disability in the field of education were applauded. Sheree Vertigan, retired

Principal, was recognised as a member in the general division of the Order of Australia for her service to secondary education and youth. Sheree has been a board member and Asia/Oceania representative of the International Confederation of Principals since 2011 and was appointed the executive secretary in 2014. Sheree is also a board member of the youth mental health initiative Headspace.

NW student wins an Emmy!

Congratulations to Devonport-born Toby Rigby who won a golden statue at the [Northwest Regional Emmy Awards](#) in Seattle, Washington on Saturday. Toby is a former student of Devonport High and Primary, and Reece High. It just goes to show that with a public education the sky is the limit! [Read more in The Advocate newspaper](#)

Novated Leasing

Thanks to the new workplace agreement for Tasmanian State Service employees, you could now apply for a novated lease through our salary packaging provider, Maxxia. If you aren't familiar with the concept of [novated leasing](#), it could be an easy and affordable way to get a new car. You get to pick the car you want and then pay for the lease and running costs, including fuel, insurance, rego and maintenance, using a combination of your before and after tax salary. [Read more here.](#)

Disability parent survey

The Tasmanian Disability Education Reform Lobby's (TDERL) 6th Annual Parent Satisfaction Survey is now open. All parents of students living with disability in Tasmania are invited to participate – [read more here.](#)

AEU Life membership

Nominations for AEU Life Membership and AEU Honorary Membership are now being called. Further details about criteria, the nomination process and decision making process can be found in our policy – [read it here.](#)

Nominations should be directed to statemanager@aeutas.org.au and need to be received by close of business 7 July 2017.