

TasTAFE Teachers – 29 March 2019 Offer

TasTAFE Teaching Staff Industrial Agreement

The following package of salaries and conditions is offered in response to the Unions' Log of Claims, discussions and correspondence to date.

Period of Agreement:

- 3 years.

Salaries and Allowances:

- Current salaries and salary-related allowances to increase as follows:
 - Increase of 2 per cent per year with effect from the FFPPOOA 1 March 2019
 - Increase of 2.5 per cent per year with effect from the FFPPOOA 1 March 2020
 - Increase of 2.5 per cent per year with effect from the FFPPOOA 1 March 2021.

These salary increases are subject to the agreement of AEU to the efficiencies and improvements to public sector management practices as outlined below.

These include:

Short-term:

- Removal of waiting time payments;
- No overtime payable to part-time staff until the equivalent of 1.0FTE is worked (weekend penalty rates excluded);
- A program of early retirement and public sector renewal of positions (WRIPs);
- Performance-based salary progression being implemented in all awards; and
- Removal of public holidays to align with other jurisdictions (e.g. Easter Tuesday).

Medium-term:

- A review of the State Service, to be conducted over a two year period completed by mid-2021 to consider structural, legislative and cultural improvements that would transform current structures, services and practices and deliver a State Service Act fit for purpose for the 21st century.

The below whole-of-service improvements to superannuation and family benefits are included in this offer:

Improved Superannuation Benefits:

The following involve improvements to superannuation contributions for employees covered by this Agreement:

- Pay employer superannuation contribution for employees during *unpaid Parental Leave*, within the first 12 months period, with effect from the first full pay period commencing on or after the increase in salaries is agreed. The salary to be based on the salary paid whilst on 14 weeks paid Parental Leave (as defined in the Award).
- Pay employer superannuation contribution for employees on *workers' compensation* with effect from the first full pay period commencing on or after the increase in salaries is agreed.

Family Benefits:

Improvements to a range of conditions demonstrate a commitment to a family friendly workplace and present a significant attraction for employees to work in the State Service are as follows:

- Increase paid Parental Leave from 14 to 16 weeks with effect from 1 July 2019.
- Increase paid Partner Leave (after the birth of baby/adoption) from 1 to 3 weeks with effect from 1 July 2019.
- Recredit Recreation Leave and Parental Leave where compassionate or bereavement conditions apply.

In the event that other whole-of-Service conditions and employment arrangements are agreed to as part of PSUWA 2019, they will be offered to TasTAFE Teachers.

Additional Benefits

New allowance:

- Correctional Facility Allowance of 7.5% of salary will be paid for the duration of the delivery of programs on site at a correctional facility where the teacher:
 - has regular contact with and is required to supervise inmates; and
 - is responsible for the safety, containment and security of assigned inmates.

Where the program or programs delivered represents only a proportion of the employee's total teaching load it will be paid at the relevant proportional rate.

The following matters while not part of the Industrial Agreement form part of the offer:

TasTAFE teacher flexibility arrangements:

- Greater flexibility in working by agreement during "Compulsory" leave – a new administrative process to be agreed.
- Removal of weekly teaching hours cap and replacement with a rolling 4 week cap and accompanying measures to manage excessive workloads
- Redrafting of the Statement of Duties for AST 1 employees to include new tasking and progression arrangements from Teaching Band 1 positions.
- Procedural arrangements surrounding the management of Direct and Mixed mode teaching arrangements and associated workload management and annual planning process issues.
- Procedural arrangements surrounding access to professional development activities.

The above items will occur through a TasTAFE/AEU Working Group.

This Offer remains open until close of business, 12 April 2019.