



Summary of changes in the proposed TasTAFE Teaching Staff Agreement

Clauses 1/2/3 – standard clauses in all agreements

Clause 4 - Date and Period of Operation

- This agreement replaces both the TasTAFE Teaching Staff Industrial Agreement 2018 and the TasTAFE Teaching Staff Industrial Agreement 2017
- This agreement would remain in place until nominally 30 June 2021 (2 years from the expiry of the current agreement)
- Negotiations for the next agreement could commence from 30 December 2020.

Clauses 5 and 6 – standard clauses in all agreements

Clause 7 – Definitions

- Change its title only to Duties Other Than Teaching (DOTT) to Duties Related To Teaching (DRTT)

Clause 8 - Salary Increases

- 2.3% increase from FFPPOOA 1 March 2020
- 2.3% increase from FFPPOOA 1 March 2021
- A summary of all proposed salaries are listed in Schedule 1
- At the date of registration Band 1 Level 1 will be removed and the new entry level will be Band 1 Level 2

Clause 9 – Graduate Entry Level

- This clause is in the current agreement.

Clause 9 – Sessional Teacher Salaries

- This clause is in the current agreement.

Clause 10 – Salary Sacrifice

- This clause is in the current agreement.

Clause 11 – Correctional Facilities Allowance

- This is a new clause.
- All employees who undertake duties at prison will be paid an allowance of 7.5% of their base salary

- This allowance will be paid during all periods of paid leave
- The allowance is payable from the date of registration of the agreement

Clause 12 – Hours of Work

- This clause is in the current agreement. Clause 13 - Corrections Allowance
- This is a new clause

Clause 13 – Overtime and Penalty Payments (Excluding Casual, Relief and Sessional Employees)

- This clause is in the current agreement.

Clause 14 – Family Friendly and Flexible Workplace Arrangements

- This clause is in the current agreement.

Clause 15 – Reimbursement of Child Care Costs

- This clause is in the current agreement.

Clause 16 – Lactation Breaks/Facilities

- This clause is in the current agreement

Clause 17 – Ability to Vary Load

- This clause is in the current agreement

Clause 18 – Equitable Access to Professional Development

- This clause is in the current agreement but has been amended.
- The clause was previously titled Additional Professional Development.
- A new sub clause 18.1(b) has been added which clarifies the allocation of the 100 hours – 70 hours per annum for teacher professional development and 30 hours per annum for organisational training.
- An addition to sub clause 18.1(c) relates to any compulsory additional competencies required by ASQA are to be undertaken in paid work time and are to be part of the 100 hours of professional development activities.
- Clause 18.2 refers to Professional Development and Return to Industry. This requires that there be a minimum of 10 days per annum of professional development/return to industry undertaken.

Clause 19 – Personal Leave

- This clause is in the current agreement.

Clause 20 – Bereavement Leave (Sessional Employees)

- This clause is in the current agreement.

Clause 21 – Sessional Employees

- This clause is in the current agreement.

Clause 22 – Teaching and Delivery Requirements

- This clause is in the current agreement but has been amended to replace Duties Other Than Teaching with Duties Related To Teaching.

Clause 23 – Excessive Workloads

- This clause is in the existing agreement.

Clause 24 – Annual Planning

- This is a new clause.
- It provides for a yearly planning process for teachers and the development of the necessary policies and procedures within 6 months of the agreement being registered.

Clause 25 – Review of Workload

- This is a new clause in the agreement.
- It provides for the establishment of a working party consisting of AEU and TAFE representatives to undertake a review of key workload issues as outlined in the clause.

Clause 26 – Workplace Union Delegates

- This clause is in the current agreement.

Clause 27 – Personal Protective Equipment and Clothing

- This clause is in the current agreement but amended to remove reference to a 2014 review

Clause 28 – Career Structure

- This clause is in the current agreement.

Clause 29 – Workplace Consultative Committees

- This clause is in the current agreement.

30 - Consultation and Change

- This clause is in the current agreement.

Clause 31 – Grievance and Dispute Settling Procedure

- This clause is in the current agreement but has been amended.
- The intention has not changed, merely it modernises the wording in the clause

Clause 32 – No Extra Claims

- This clause is in the current agreement.

Schedule 1 – Annual Salaries

- The salaries have been increased to include the new salaries in 2020 and 2021.
- Band 1 Level 1 shows no increases as the level ceases to exist after registration of the agreement.