



Version 22 October 2019

TAFE TEACHERS AGREEMENT 2019 – FREQUENTLY ASKED QUESTIONS

SALARY

What is the salary increase over the life of the Agreement?

The offer outlines a 4.6% wage increase over 2 years. This is payable as follows:

- 2.3% increase from FFPPOOA 1 March 2020
- 2.3% increase from FFPPOOA 1 March 2021

Are there any other payments?

No there are not.

Is there a change to the Salary Classification levels?

Yes there is. The current Band 1 Level 1 classification will be removed. This means that all new appointments from the date of the registration of the Agreement will be on Band 1 Level 2 or above.

What happens to those teachers currently employed on Band 1 Level 1?

These teachers will be automatically moved to Band 1 Level 2 as at the date of the registration of the new Agreement.

Are there any new allowances?

Yes. There is a new Correctional Facilities Allowance which is 7.5% of your salary. This is in acknowledgement of the complexities of working in a prison environment. This is a new clause. This allowance will be paid for any teaching work undertaken in a prison and will also be paid during all periods of paid leave. The allowance is payable from the date of registration of the Agreement.

PLANNING

Is there any provision for annual planning?

Yes. There is a new clause which requires TasTAFE to develop a yearly planning process and the necessary policies and procedures associated with an annual planning process. This is to be completed within six months of the Agreement being registered.

WORKLOAD

Is there a review of workload?

Yes. A working party is to be established to undertake a review of key workload issues for teachers.

What is the scope of the review?

The review is to cover the modes of delivery – direct teaching, indirect teaching and mixed mode delivery and include:

- The tasks undertaken in each mode – both teaching and duties related to teaching
- Workload variations for the various modes of delivery
- Definitions of teaching activities associated with the modes of delivery
- Best practice teaching for each of the modes of delivery

When does the review have to be undertaken by?

The review must be commenced within 12 months of the Agreement being registered and completed prior to the expiry of the Agreement.

PROFESSIONAL DEVELOPMENT

Has there been any change to Professional Development requirements?

Yes. The 100 hours per annum requirement has not changed but the way it is allocated has. 70 hours per annum will be allocated for teacher professional development and 30 hours per annum for organisational training.

What happens if I don't use the entire 30 hours of organisational training?

You will be able to utilise the balance for teacher professional development over the 70 hours.

Am I still required to do Return to Industry?

Yes. A minimum of 10 days annually must be undertaken as part of your Return to Industry/Professional Development. This should be scheduled as part of your annual planning process.

What if I am a part time teacher?

Part time teachers undertake Professional Development/Return to Industry on a pro rata basis.

Will I still be able to access the 100 hours set aside for development activities for practicum purposes?

Yes. If you are undertaking a relevant degree level qualification.

Am I expected to undertake ASQA requirements in my own time?

No. Any compulsory additional competencies required by ASQA will be undertaken during paid work time and be part of the 100 hours of Development Activities.

DEFINITIONS

Has there been a change to any of the definitions relating to teaching?

Yes. Duties Other Than Teaching (DOTT) has been replaced with Duties Related to Teaching (DRTT)

GENERAL

Have any of my existing conditions in the current Agreement been reduced?

No.

Is voting for the new Agreement compulsory?

No, it is not. However, your Union encourages you to exercise your democratic right to vote.

Can non-members vote in the ballot?

No. Only AEU members are able to participate in the ballot process.

Is this a binding vote? If it is, what does this mean?

Yes this is a binding vote. You will be asked to vote either YES or NO as to whether or not you support the Agreement. The vote is binding which means that it is a once off vote and the outcome is final. If at least 50% plus 1 of members support the new Agreement, then the AEU will seek to have the proposed Agreement registered.

AWARD VARIATIONS

The following matters were agreed as part of the negotiations for a new Agreement but will not be part of the new Agreement. Instead, there will be Award variations to the TasTAFE Teaching Staff Award which will occur at the same time a new teacher Agreement is registered.

TEACHER UNDER SUPERVISION

Is this a new classification that is going into the Award?

Yes, it is.

What is this new classification?

It is designed to attract employees with industry competency who do not at the time of their employment meet the essential requirements of a teacher.

Are these fixed term or permanent positions?

Initially, these are fixed term appointments. The employee has up to 12 months from appointment to obtain the TAE qualification at which time, they can seek to be converted to permanency, subject to satisfactory performance.

Is it possible to seek conversion to permanency earlier than 12 months?

Yes, it is. As soon as the TAE qualification has been obtained, an employee can seek to be converted to permanency.

Do Teachers Under Supervision have to participate in a TasTAFE induction program prior to commencing work?

Yes, they will. This is a two-week program.

Will a Teacher Under Supervision be assigned a supervising teacher from the Educator Capability team?

Yes, they will. The supervising teacher will assist them to complete their TAE qualification.

Will TasTAFE be developing policies and procedures for this new position?

Yes, they will. These policies and procedures will be developed by the employer in consultation with the AEU.

Will there be a new teacher program for Teachers Under Supervision?

Yes. The employer will develop and implement this program over a 12-month period, from employment.

What if I am a part time Teacher Under Supervision?

For part time Teachers Under Supervision, you will have sufficient paid time to undertake the new teacher program.

Who undertakes the assessments of Teachers Under Supervision?

This will be undertaken by a teacher who already has a TAE or equivalent.

Is there any recognition of this additional workload requirement for the supervising teacher?

Yes. Teachers who undertake assessments on behalf of a Teacher Under Supervision will be provided with a reduction in their teaching load. This reduction will be 0.5847 of a teaching

load for every hour of supervision. The total hours of supervision will be agreed between the teacher and the Education Manager on a case by case basis.

SUPERANNUATION CONTRIBUTIONS

Will there be superannuation paid by the employer when an employee is on unpaid parental leave?

Yes. An employee on unpaid parental leave, either on full pay or half pay, will be able to receive employer superannuation contributions during this time.

When will the superannuation contributions be made during unpaid Parental Leave?

The employer will make superannuation contributions during unpaid parental leave in the first 12 months with effect from the first full pay period commencing on or after the increase in salaries as agreed.

Will the employer make superannuation contributions for employees on workers compensation?

The employer will make superannuation contributions to employees on workers compensation with effect from the first full pay period commencing on or after the increase in salaries as agreed. These additional superannuation payments will be made when an employee is absent from work either totally or partially due to a worker's compensation claim and is in receipt of a worker's compensation weekly payment. The additional employer superannuation contributions on behalf of the employee will be made to the default fund or to another complying superannuation scheme.

FAMILY FRIENDLY

Has there been an increase to Paid Parental Leave?

Yes, paid Parental Leave will be increased from 14 to 16 weeks with effect from the registration of the Agreement. It is planned that the necessary award variation will occur on the same day as the agreement is registered. The increased leave quantum will be in the Award.

Has there been an increase to Paid Partner Leave?

Yes, paid Partner Leave (after birth of baby/adoption) to increase from 1 to 3 weeks with effect from the registration of the Agreement. It is planned that the necessary award variation will occur on the same day as the agreement is registered. The increased leave quantum will be in the Award.

How is the commencement date of these increases going to work practically for employees applying for such leave?

Employees will only be eligible if they commence Parental or Partner Leave on or after the registration date of the Agreement. Those already on either form of leave prior to registration will not be eligible for the increase.