



AEU Log of Claims 2023

Without Prejudice

1. Maintain all existing salary and working conditions for AEU members.

- a. This requires all existing conditions of the TasTAFE Teaching Staff Industrial Agreement 2021, TasTAFE Teaching Staff Award, Public Sector Union Wages Agreement 2022, and Tasmanian State Service Award, as well as other applicable instruments, to be combined into new Agreements.
- b. Current base salary rates for the purpose of negotiations will be taken to be the higher of the varying contracts applying to TasTAFE staff.
- c. State Service conditions, including State Service Accumulated Leave Scheme (SSALS), Long Service Leave, transferability of service/entitlements, Special Leave, redundancy, etc. are considered baselines for negotiations on new Agreements.
- d. Educational Services Award conditions (additional to salary) to be incorporated and maintained:
 - i. Paid breaks
 - ii. All teaching work, regardless of delivery mode, to count towards maximum teaching loads on an hour-for-hour basis.

2. A manageable workload that prioritises student learning.

- a. Maximum annual teaching load remains 760 hours, with all teaching work, regardless of delivery mode, to count towards maximum teaching loads on an hour-for-hour basis.
- b. Equitable treatment for modes of delivery: with the increasing number of students learning on-line and learning being assessed in their interactions with teachers in both the asynchronous and synchronous on-line environment, both these modes must be counted as one hour to one hour towards teaching load calculations.
- c. All direct observation, assessment, and recognition of students, including written work, is to count towards teaching load calculations on an hour for hour basis, noting only a teacher who holds vocational competence in the unit can assess students through both observation and written assessments.

AEU Log of Claims 2023

Without Prejudice

3. Supporting new teachers and ESP (support staff) – retention and attraction

- a. Given high staff turnover, mentoring hours to be included in senior (experienced) hours as teaching duties structured up to five hours per week for the first 10 weeks of a new teacher beginning, with time protected to co-teach, train in systems, and coach educational design for example.
- b. Ensure all new staff receive a minimum three days paid time prior to the commencement of duties for a comprehensive induction program, including health and safety, workplace rights and representation, and organisational policies and procedures.
- c. Tutors to be brought under the Teachers Agreement to improve the career pathway to teaching while ensuring teaching work is done only by qualified teachers.

4. Safe class sizes

- a. Education Teams will collectively decide safe and appropriate class size limits that maximise student learning outcomes and ensure manageable workloads. Evidence of consultation and collective decision making must be retained.
- b. Class sizes must not exceed the limits of equipment and workstations available to the class.

5. Retain and attract teachers and staff with fair salary and superannuation increases.

- a. Year one: 7% pay rise to all classifications, consistent with cost-of-living increases and to ensure salaries are competitive with the mainland and industries.
- b. Any years beyond the first: 5% salary increase per year, higher if CPI exceeds this level.
- c. Increase superannuation employer contributions to 17%, making TasTAFE a model employer, competitive with higher education employers and ahead of compulsory increases nationally during the lifetime of new Agreements.
- d. Salary packaging options for car leasing, health insurance, housing costs and other expenses where possible.
- e. Introduce a 'Market Allowance' up to 20% above the maximum salary for the applicable classification where the ability to attract and retain staff is affected by workforce shortages.

AEU Log of Claims 2023

Without Prejudice

6. Career pathways for teachers and ESP (support staff)

- a. Introduce a minimum number of ETL positions for each delivery team to undertake educational duties and assist EMs with timetabling and other duties.
- b. Ensure all employees on the Teachers Agreement have access to all entitlements in the Agreement, including non-attendance time.
- c. Education Managers to be included in the Teachers Agreement, with progression of EMs (like teachers) through the salary scale tied to their advancement of educational qualifications held and advancement in vocational competence (in a skill area within the team's scoped qualifications). These requirements will also affect positive cultural change and retention by promoting teachers on a visible educational career pathway with an understanding of teaching, and strong experience in their industry.
- d. Joint (AEU/union-TasTAFE) development of classification statements.
- e. Improved options to convert from casual to permanent employment, matching improvements in the Tasmanian State Service.
- f. Ensure minimum hours of engagement at least matches the latest in the Tasmanian State Service.

7. Working from home and modern workplace flexibility

- a. Ensure Working from Home is an option available to benefit both the employee and the employer.
- b. A daily allowance of \$25 to cover the costs associated with working from home is to be paid to employees. This allowance is to cover expenses which employees will incur from undertaking their duties from home.
- c. Compressed Hours - option to allow a staff member's ordinary hours of work to be compressed in a form that allows for a regular day off (e.g. 4-day working week), matching the Tasmanian State Service entitlement.

8. Leave Improvements

- a. Christmas Closure Days – match Tasmanian State Service by ensuring paid time between Christmas Day and New Years Day is not deducted from any other leave entitlements.

AEU Log of Claims 2023

Without Prejudice

8. Leave Improvements (continued)

- b. Paid Parental Leave – 26 weeks (in line with Federal Government scheme) with no gender restrictions and promote flexibility for parents to take leave as required, not in a single block.
- c. Paid Reproductive Health and Wellbeing Leave (10 days/year) for all members to manage and maintain health, wellbeing and life stages that are not illnesses but require time off work. Reproductive health is defined as any condition relating to menstruation, perimenopause, menopause, poly-cystic ovarian syndrome and endometriosis, In Vitro Fertilisation (IVF) and other forms of assisted reproductive health services, vasectomy, hysterectomy, and terminations.
- d. Personal/Sick Leave – increase to 20 days per year recognising that employers of choice offer either separate or combined sick and personal leave at this level. Clarify requirements of evidence supporting leave claims to ensure they are not overly onerous and allow for Statutory Declarations or medical certificates only when limits of three consecutive days or five total days in the leave year have been reached.
- e. Grandparent Leave: 26 weeks paid and 52 weeks unpaid, in line with parental leave.
- f. Foster Leave: up to 10 days per year paid.
- g. Aboriginal Cultural Leave: five days paid per year, recognise kinship relationships.
- h. Disability Leave: five days paid per year.
- i. Gender Transition Leave: four weeks paid, 48 weeks unpaid.
- j. Family Violence Leave: increase to 20 days per year.
- k. Bereavement and Compassionate Leave: ensure coverage for still birth and miscarriage.
- l. Vaccination Leave: up to three hours of paid time for each vaccine appointment, special leave of absence with pay if required.
- m. Communicable Diseases Leave – match coverage of State Service DECYP
- n. Community Service Leave: 10 days paid for jury service or voluntary emergency management.

9. Professional Development and Return to Industry

- a. All members entitled to \$1,000 per year (increasing annually by CPI) for professional development, accumulated in a fund.

AEU Log of Claims 2023

Without Prejudice

10. Professional Development and Return to Industry (continued)

- b. Reduced teaching/workload to facilitate professional development and return to industry.
- c. Paid Study Leave to encourage ongoing development, education, and training.

11. Paid Morning and Afternoon Tea Breaks

12. Redundancy

- a. A comprehensive redundancy scheme, improving on the Tasmanian State Service scheme and competitive with best practice employers across TAFE and industry.

13. Teacher Registration, WWVP, Professional Registration and Required Licences

- a. Considered tool of trade and paid for by employer.
- b. All teachers to be TRB registered to maintain teaching standards and quality.

14. Improved Superannuation Benefits

- a. Extend compulsory superannuation employer contributions to all periods of unpaid Parental Leave and extended personal leave without pay over 4 weeks.

15. Improvements required to protect and promote workplace consultation, employee participation in decision-making, procedural fairness, and positive working relationships.

16. AEU Workplace Union Delegates

- a. Relief staffing to be made available for members entitled to paid time for union work and training.
- b. AEU Reps Training leave to rollover into following year, up to a maximum of 10 days.

17. Tools of trade

- a. Ensure all employees required to travel have access to a pool car, hire vehicle or work vehicle appropriate to the work and location.
- b. Mobile phones to be provided to all staff required to work off-campus or without landlines available.

18. Improvements to attract and retain employees, protect health and safety at work, promote positive workplace culture and maintain TasTAFE as an essential community asset for public education and training.