

Annual Report

2023-2024



Australian Education Union
Tasmanian Branch



Table of Contents

1. State Manager's Report	4
2. President's Report	7
3. Finance Report	9
4. Membership Report	11
5. Appendices	



Australian Education Union
Tasmanian Branch

©2024 Australian Education Union
Tasmania

Call: (03) 6234 9500

Email: support@aeutas.org.au

Web: aeutas.org.au

1. State Manager's Report

Prepared by Brian Wightman

Introduction

I am pleased to present the Australian Education Union (AEU) – Tasmanian Branch Annual Report for the Financial Year 2023–2024. This report highlights the AEU's initiatives, achievements, and strategic priorities over the past year.

Strategic Plan and Policy Development

With the support and hard work of AEU employees, a revised Strategic Plan was developed for the incoming Branch Executive, who assumed office on February 1, 2024. Staff worked collaboratively to draft a strategic direction, followed by a series of workshops where Executive members shared their perspectives, ensuring their insights were integrated. Branch Council also contributed critical feedback, enriching the Strategic Plan.

As State Manager, I am pleased to report that the revised Plan better aligns with our Mission Statement and Values, reflecting the union's vision and strategic direction. Early in the financial year, leadership prioritised updating internal policies to foster an efficient and supportive organisational culture. A successful project to consolidate policies led to a streamlined filing system, and we look forward to working with the Branch Executive on regular policy reviews and updates.

Budget and Financial Position

Membership figures show a net decrease of 111 members, primarily due to cost-of-living pressures, including 78 long-term non-financial members. However, efforts are underway to convert 138 student members to full membership. Our budget is currently 11.7% below projections due to an overestimation of membership numbers at the start of the financial year.

To alleviate financial challenges, we implemented dues adjustments for 250 members following the March pay rise and provided temporary suspensions for members facing hardship. We are preparing the FY24/25 budget with input from Branch Executive workshops addressing current financial needs. Our membership strategy focuses on targeted recruitment, enhancing the Member Value Proposition, retention strategies, strategic communication, and data-driven progress monitoring.

State Election Campaign

The 2024 State Election, largely centered on the proposed Macquarie Point Stadium, presented challenges in keeping education in the public conversation. Branch Executive stressed the need to amplify public education's profile during the election. The AEU's 2023/24 Budget Submission served as our manifesto, and the State Manager, along with leadership, maintained regular dialogue with candidates, party representatives, and members to advocate for education.

Our campaign included member engagement across electorates, representation at candidate events, and social media recaps of interactions.

Campaign goals included:

- **Engaging 10 members per electorate for candidate meetings and media engagements**
 - **Target:** Engage 10 members per electorate
 - **Outcome:** Achieved in all electorates except Braddon, where only four members participated (80% success overall)
- **Securing a 90% sign rate from priority candidates on an education pledge**
 - **Target:** Obtain signatures from 90% of priority candidates
 - **Outcome:** Achieved
- **Achieving an 80% overall candidate sign rate**
 - **Target:** Secure 80% of all candidates' signatures on the education pledge
 - **Outcome:** Not achieved
 - **Challenges:**
 - No Liberal candidates signed the pledge
 - Difficulty meeting with Jacqui Lambie Network candidates also impacted results
- **Mobilising 25 TasTAFE members to advocate for TasTAFE's return to the public sector**
 - **Target:** Mobilise 25 TasTAFE members for advocacy
 - **Outcome:** Not achieved, with only eight members signing up to participate
- **Securing commitments from the Jacqui Lambie Network, the Greens, and key independents**
 - **Target:** Secure support from JLN, the Greens and key independents
 - **Outcome:** Partially achieved
 - **Challenges:**
 - JLN – Some candidates signed, but not all agreed to meet
 - Key independents – David O'Byrne, Kristy Johnston, and Craig Garland all signed; however, John Tucker and Lara Alexander declined

Reconciliation Action Plan

The AEU Reconciliation Action Plan (RAP) committee reconvened to revitalize progress on our RAP, supported by the First Nations Advisory Group and guided by Reconciliation Australia's Narragunnawali initiative. We are developing a Reflect RAP that outlines specific steps toward reconciliation, drawing on similar initiatives by AEU SA and the Queensland Teachers' Union.

Work Health and Safety (WHS)

The AEU launched the "Safer Together" campaign, and I recently met with the Department for Education, Children and Young People (DECYP) to address school violence and member concerns. Internally, we are reviewing WHS policies and reconstituting the WHS Committee in line with WorkSafe Tasmania legislation.

Industrial Coordination

After lengthy negotiations to secure the best pay and conditions, we successfully registered a new Principals Agreement with the Tasmania Industrial Commission, securing significant back pay for many principals. The Branch also negotiated and signed the TasTAFE Teachers and Non-Teaching Agreements, achieving key improvements.

For the first time, we negotiated under the Fair Work Commission, presenting unique challenges following TasTAFE's move from the state public service. While negotiations with the Teachers Agreement were constructive, the non-teaching agreement faced significant obstacles, with TasTAFE representatives using aggressive tactics. This experience underscored the impact of privatisation on negotiation processes and reinforced the union's commitment to preserving public service values.

Professional Learning and Employee Updates

The August Reps Conference at Grindelwald was a highlight, centering on the Voice to Parliament. Speaker Rachel Bos provided a compelling call for a YES vote, while Project Officer Donna Watson led the AEU's contributions with dedication and passion. We appreciate Donna's efforts in raising awareness across the state.

Employees completed Mental Health First Aid training in September, and in March, engaged with inclusion training led by Working it Out, Tasmania's gender and sexuality support and advocacy organisation. The Leadership Team held a three-day retreat focused on organisational structure, campaign planning, and membership growth.

During the Financial Year, we welcomed Liam Sheridan as Member Support Officer, with other recent additions: Gaylee Kuchel, Dana Endelmanis, Ness Finn, Michael Hayen, and Emma Gill adding our depth of talent at the AEU. We also recognised departing team members Miranda Debeljakovic, James Kitto, Janet Lambert, and Rowan Richardson for their contributions.

Conclusion

This report highlights the AEU Tasmanian Branch's dedication to supporting members, advocating for public education, and promoting workplace safety. We look forward to building on these achievements as we continue to champion educators across Tasmania.

2. President's Report

Prepared by David Genford

AEU Tasmania President

I wanted to take time with this report to highlight some of the major issues that we have been focussed on in the 23/24 financial year. We have seen elections at a State level, a new Education Minister and a continuing educator shortage crisis hitting our schools. Let's have a quick look at the year.

Implementation of Agreements

I often get asked by friends how I'm enjoying the role and my answer always includes having to deal with the frustration of banging your head against a wall whilst you try and make improvements for our members. It has definitely felt like this with the roll out of wins we had in our negotiations. There are many reviews that have not started and there are some entitlements that have been very slow to be made available to all staff. The frustration I speak of can sometimes overshadow the wins we have had, I love hearing about the extra leave we've won for new parents, or when the extra admin support has been rolled out well in schools but we continue to push DECYP to ensure we get everything our members are entitled to and this will continue to be focus for the remainder of 2024 and beyond.

The Referendum

With sadness we heard the result of the Yes referendum. We continue to be apolitical but will always back our Aboriginal & Torres Strait Island members as best we can and am proud of our efforts to try and help a Yes vote be successful. Ultimately the majority of Australia did not agree with us and we have to reflect and contemplate what we can do to help our members have a Voice. Union values are about supporting those in need, for fighting for what is right and this was the right cause to fight for. I thank all those who volunteered their time and a special shout out to Donna Watson who worked with us around the state to share the message with school staff and community members.

Federal Funding

Despite giving the Federal Government a year to get their bilateral agreements correct, we are still yet to see any progress towards full funding that was promised by the Albanese government. We are ready for the fight and will continue to stand up to the Federal Government. Our push will continue to be that the Federal Government should be responsible for 25% of the funding. With an election looming in 2025, the next year is crucial when it comes to Fair Funding. In this year we have seen all states drive to Canberra to deliver the PM a message, I've been to his electoral office delivering postcards, and we've even seen skywriters over Parliament house asking for the PM to fully fund schools. It was his promise, we will hold him to it.

State Election

The 2024 state election has been conducted and we still have a Liberal Premier but a very different looking parliament. We also have a new Education Minister, Jo Palmer, and we have already met with her on a couple of occasions to speak about the needs in schools & colleges (TasTAFE is still under Felix Ellis' control). An election promise to extend the isolated schools incentives came from left field and we will work with the government to convince them that a Hard to Staff model would be more appropriate, otherwise our current isolated schools will find it almost impossible to attract staff. There is also work to be done on accommodation for isolated staff and we will be closely monitoring Capital Works programs as well.

TasTAFE

The greatest benefit of a change in Federal Government has been their approach to TAFE. Minister O'Connor introduced fee free TAFE positions which has seen an increase in enrolments. However, from a State perspective, this has led to increased waiting lists as they struggle to find staff to run the courses. (Maybe if they paid them appropriately?) The promised changes to TAFE after moving away from the State Service have not occurred and promises to increase staff have not come to fruition. We will continue to fight for greater improvements in our TAFE system. Thanks to Deb Brewer for stepping into the President role with Tristan stepping down. Thanks also to Tristan for his work as President – and welcome back to the role for the new FY.

Independent Review into Education

A change in State Labor leadership to Dean Winter saw his first announcement that they will call on the government to hold an independent review into Education. We strongly opposed this announcement as our members are sick of reviews and want action. It is a distraction from what is at hand: getting our schools fully funded so we can implement some of the previous suggestions from previous reviews, such as ensuring schools have adequate Professional Support Staff (Psychologists, Social Workers, Speech Pathologists etc), instead of waiting lists of over two years. We have put forward a submission to the Review, but cannot believe we are heading down this path when our members who are at the coal face know what needs to be done.

We have been working hard at the AEU to keep the Department from delivering on their promises and we won't stop fighting for our members. Improvements to the conditions of staff in schools is an improvement on the learning conditions for our students.

3. Finance Report

Prepared by Leesa Walker

AEU Senior Accounts Manager

The Auditors

The Australian Education Union auditors, Wise Lord and Ferguson, have signed off the audited accounts for the 2023/2024 financial year.

During this reporting period we expected a small surplus of \$4,976, but due to the decrease in membership subscriptions and cleanup of the database this did not occur for the 2023/2024 Financial Year. On a positive note, the investment interest has continued to increase from the previous 12 months with a stable market on the share portfolio.

More information is available in:

- Appendix 5.1 – Statement of Comprehensive Income
- Appendix 5.2 – Statement of Financial Position

Balance Sheet

The highlights as at 30 June 2024 were as follows:

- We have total equity of just over \$5.98 million
- There is \$1,111,945 in general cash at bank reserves
- The share portfolio investment (Main Street Financial) stands at \$1,220,733
- Our combined mortgage fund investments (Butler McIntyre & Murdoch Clarke) are just over \$2.09 million
- Overall, the balance sheet shows that the AEU is in a strong financial position

Staffing

The AEU operated with a staffing profile as outlined below across the financial year, with a host of new faces joining the organisation during 2023/2024, following the departure of some staff members.

Staffing

Harriet Binet	Professional Officer	1.0 / 0.6
Nick Brown (Resigned 22/12/2023)	Executive Assistant	1.0
Leeanne Clifford	Organiser	0.8
Miranda Debeljakovic (Resigned 21/6/2023)	Organiser	1.0
Dana Endelmanis (Commenced 21/12/2023)	Digital Organiser	1.0
Gerard Enniss	Organiser	0.6
Ness Finn (Commenced 08/05/2024)	Communications Officer	0.8
David Genford	President	1.0
Emma Gill (Commenced 25/07/2023)	Lead Organiser	1.0
Michael Hayen (Commenced 27/07/2023)	Principal Organiser	0.4
Rejani Johnson (Commenced 20/3/2023)	Membership Officer	1.0
Paul Kimbell	Digital Officer	1.0
James Kitto (Resigned 13/10/2023)	Digital Organiser/Communications Officer	1.0
Bharti Kour	Member Advisory Officer	1.0
Gaylee Kuchel (Commenced 18/09/2023)	Organiser	1.0
Janet Lambert (Contract end 28/07/2023)	Lead Organiser	1.0
Kathryn Lee	Organiser	0.9
Rosalia Miller (Commenced 12/03/2023)	Membership Assistant	0.6
Rowan Richardson (Contract end 31/01/2024)	Organiser	0.5
Michelle Rippon	Organiser & Women's Officer	1.0
Liam Sheridan (Commenced 05/03/2024)	Support Officer	1.0
Jon Stanger	Campaigns & Communications Team Leader	1.0
Steven Smith	Senior Industrial Officer	1.0
Amanda Walker	Executive Officer	1.0
Leesa Walker	Senior Accounts Manager	1.0
Mitch Wilkinson	Member Advisory Officer	1.0 / 0.6
Brian Wightman	State Manager	1.0

4. Membership Report

Prepared by Rejani Johnson

AEU Membership Officer

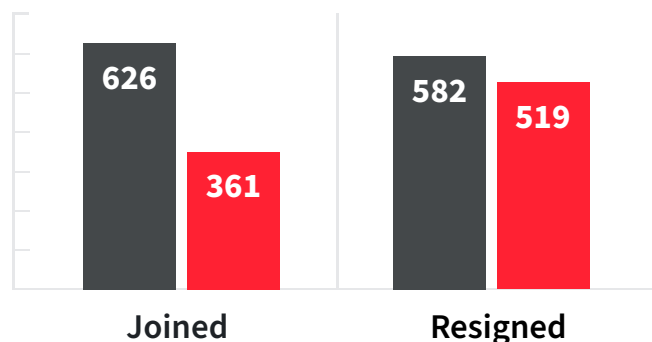
Membership Trends

- The graph below compares the numbers of members who joined and resigned in the years 2022-23 and 2023-24. In summary, both new joins and resignations decreased from 2022-23 to 2023-24, however the drop in new joins is more pronounced.
- 626 members joined In 2022-23. In 2023-24, this number dropped to 361, indicating a significant decrease in joins.
- 582 members resigned in 2022-23. In 2023-24, this number decreased slightly to 519.

Joined vs Resigned

2022-2023 / 2023-2024
Comparison

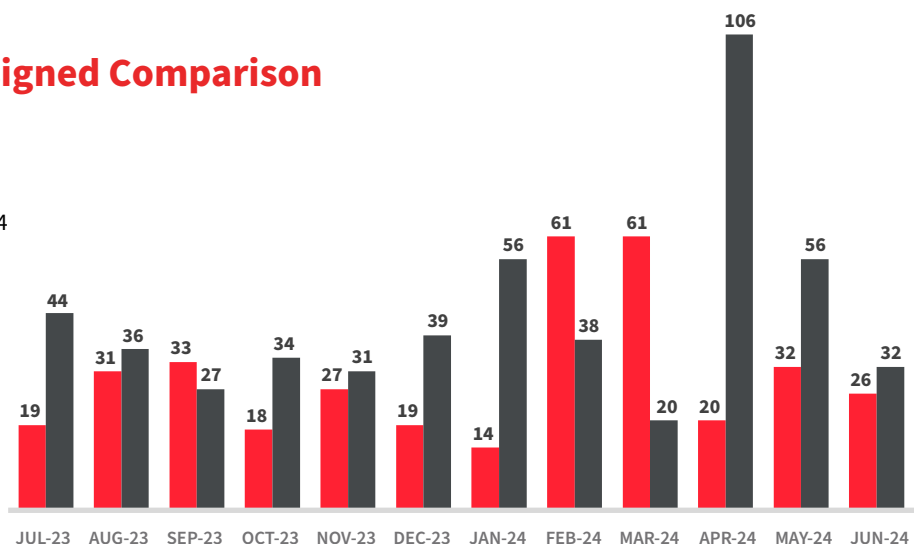
2022-2023
2023-2024

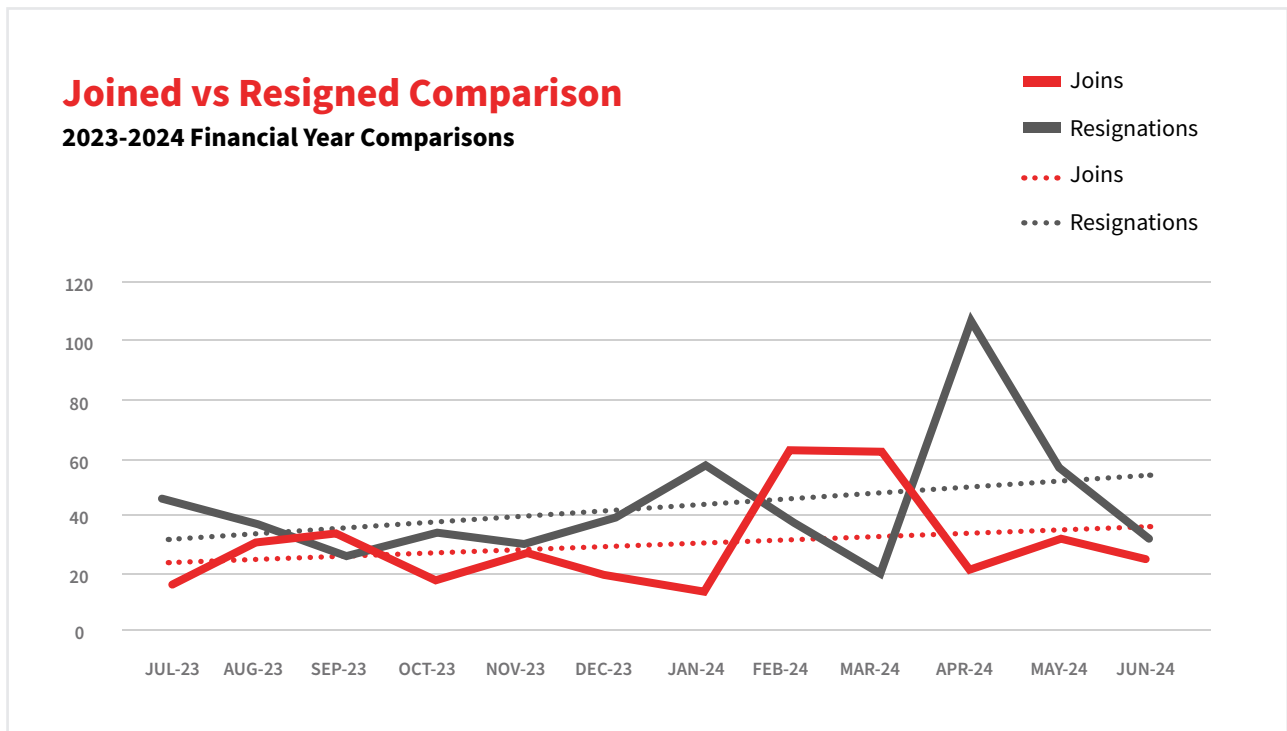


Joined vs Resigned Comparison

2023-2024

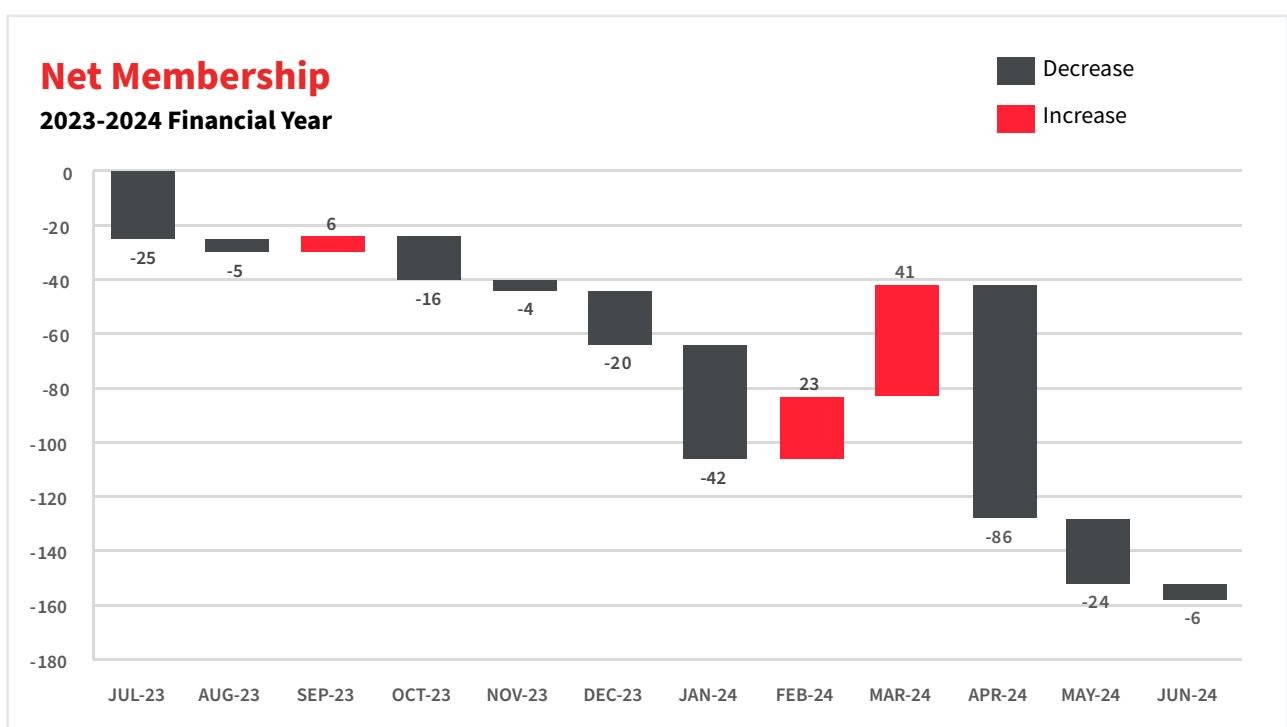
Joined 2023-2024
Resigned 2023-2024





Overall (dotted lines), the trend shows that resignations (grey) have remained higher than joins (red) throughout most of the year. Month-on-month (solid lines), joins have stayed relatively stable, with only slight fluctuations and a gradual downward trend. In contrast, resignations have fluctuated significantly, peaking in April 2024 before a sharp drop in May and June. The trend lines indicate a steady decline in joins and a slight increase in resignations, suggesting that the gap between the two will continue to widen over time.

Monthly Net Membership:



Member Support – Reducing Cancellations

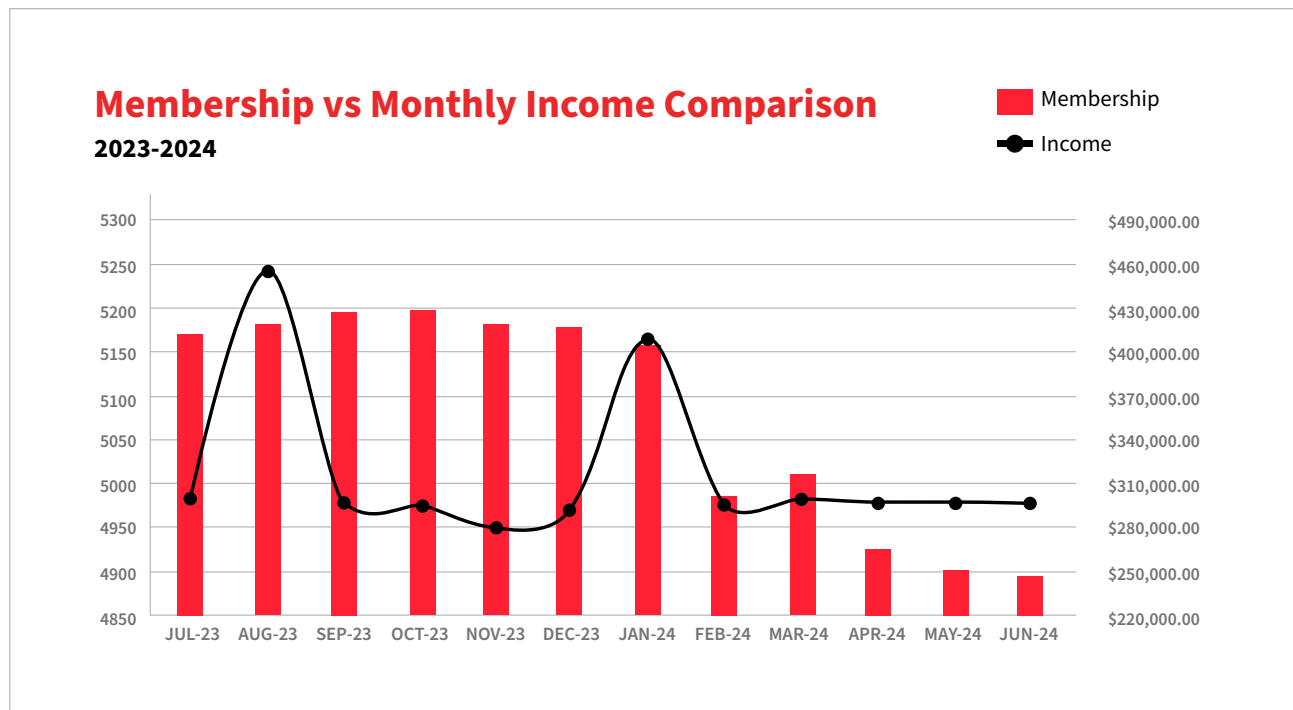
To help reduce membership cancellations, a 3-month contribution suspension is available for members experiencing financial hardship. Initially introduced during COVID-19 to support members facing insecure employment or financial challenges, this suspension option has proven effective in retaining membership and is still offered to those in need. By allowing members to maintain access to AEU support during difficult times, flexible payment suspension options have become a valuable tool for supporting members with unstable financial circumstances and have played a key role in member retention.

TRB and WWVPC Reimbursements

We have updated the Teachers Registration Board (TRB) and Working With Vulnerable People Check (WWVPC) reimbursement process, allowing members to receive their reimbursement in a single payment without any waiting period. Previously, members had to wait six months after joining to receive this benefit. The new, streamlined process has been communicated to all members to ensure they are aware of this improvement.

Income – Membership Contributions

We maintained steady income throughout the financial year, with a brief dip during the stand-down period. In late May, the Salary/Award rate in SugarCRM was updated to align with the DECYP Award rate, which is expected to boost membership income in the future.



*Note: In months August 2023 and January 2024 there are three (3) payroll runs, as opposed to the usual two (2), which explains the spike in income in these months.

5. Appendices

5.1 Statement of Comprehensive Income

FOR THE PERIOD ENDED 30 JUNE 2023

	Notes	2024 \$	2023 \$
REVENUE	3		
Membership subscriptions		3,474,085	3,582,235
Board sitting fees		-	-
Investment income and interest		268,144	177,123
Rental revenue		38,749	41,190
Other revenue		26,448	33,837
Capitation fees and other revenue from another reporting unit		-	-
Merchandise sales		161	-
Revenue from recovery of wages activity		-	-
Levies		-	-
TOTAL REVENUE		3,807,587	3,834,385
OTHER INCOME			
Grants and/or donations		-	-
Net gain from sale of assets		21,858	-
Net movement in managed investments		-	-
TOTAL OTHER INCOME		21,858	
TOTAL INCOME		3,829,445	3,834,385
EXPENSES			
Employee expenses	4(a)	2,873,449	2,608,484
Capitation fees and other expense to another reporting unit	4(b)	205,610	203,473
Affiliation fees	4(c)	90,452	87,746
Administration expenses	4(d)	645,175	579,388
Grants or donations	4(e)	-	-
Depreciation and amortisation	4(f)	216,034	189,092
Interest expense		2,571	775
Legal costs	4(g)	40,448	18,993
Net losses from sale of assets		-	984
Other expenses	4(h)	26,042	41,658
TOTAL EXPENSES		4,099,781	3,730,593
SURPLUS FOR THE YEAR		(270,336)	103,792
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		(270,336)	103,792

5.2 Statement of Financial Position

AS AT 30 JUNE 2023

	Notes	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5(a)	1,111,945	1,449,692
Trade and other receivables	5(b)	178,388	167,794
TOTAL CURRENT ASSETS		1,290,333	1,617,486
NON-CURRENT ASSETS			
Land and buildings	6(a)	1,826,168	1,866,247
Plant and equipment	6(b)	59,131	81,306
Motor vehicles	6(c)	150,649	77,725
Intangibles	6(d)	54,522	65,697
Right-of-use assets	6(e)	81,931	118,404
Other non-current assets	6(f)	3,314,456	3,101,145
TOTAL NON-CURRENT ASSETS		5,486,857	5,310,524
TOTAL ASSETS		6,777,190	6,928,010
LIABILITIES			
CURRENT LIABILITIES			
Trade payables	7(a)	139,273	94,597
Other payables	7(b)	154,709	94,625
Employee provisions	8	195,297	172,682
Lease liabilities	6(e)	36,390	37,053
TOTAL CURRENT LIABILITIES		525,669	480,548
NON-CURRENT LIABILITIES			
Employee provisions	8	209,024	182,27
Other non-current liabilities	9	14,766	14,766
Lease liabilities	6(e)	47,649	81,591
TOTAL NON-CURRENT LIABILITIES		271,439	197,044
TOTAL LIABILITIES		797,108	677,592
NET ASSETS		5,980,082	6,250,418
EQUITY			
Retained profits	10(a)	4,512,652	4,782,988
Reserves	10(b)	1,467,430	1,467,430
TOTAL EQUITY		5,980,082	6,250,418



**END
VIOLENCE
IN SCHOOLS**

SAFER TOGETHER!

AEU

Lifting Learning means...

**Safer
class
sizes**

**Lifting
Learning**
for every child

liftinglearning.org.au

AEU

Australian Education Union
Tasmanian Branch
0800 000 000

Lifting Learning means...

**More
time to
teach**

**Lifting
Learning**
for every child

liftinglearning.org.au

AEU

Australian Education Union
Tasmanian Branch
0800 000 000

AEU

HONK!

🚗 🚗 🚗



Australian Education Union
Tasmanian Branch