



AUSTRALIAN EDUCATION UNION

LOG OF CLAIMS

PUBLIC SECTOR UNIONS WAGES AGREEMENT 2025 • WITHOUT PREJUDICE





To the State Government:

The first step to solving a problem is admitting you have one.

Our workloads are through the roof. We're doing our best, but there aren't enough hours in the day to get it all done. And everyone is burnt out trying – that's why we have a staffing crisis. We will not accept this any more.

The education system is on fire.

Our working conditions are students' learning conditions.

They are the ones who'll suffer most if you do nothing.

Enough is enough. It's time to fix workload.

That means giving educators real support to survive in Tasmanian public schools. These are the changes you need to make to give workers the support we desperately need.

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Pay

1. End unpaid stand down

An end to unpaid stand down for all ESPs so that:

- All full-time ESP roles would be advertised as 52 weeks
- Current ESPs would have the choice to either increase your hours or keep the hours you have

2. Meaningful pay rises

- 5.95% pay rise due in July 2025 to bring Tasmania closer to parity with the mainland
- 5.2% pay rises due in December 2025, December 2026 and December 2027

3. New salary level for experienced ESPs

A new level to the salary scale so you can keep getting salary raises as you gain experience

4. Public holiday pay

Pay for all public holidays outside of school terms (if the holiday is a day you normally work)

5. Incentive payments for ESPs

All ESPs and workers at CFLCs would be paid the Isolated Schools Incentive and/or the Hard to Staff Schools Incentive if your school or CFLC qualifies

Allowances

6. HCP Allowance for more procedures

You would be able to get the Health Care Procedures Allowance for any procedure approved by a medical practitioner

7. New Swimming Support Allowance

A new allowance for ESPs who support students in the pool

8. Toileting Allowance improvements

- All ESPs who assist with toileting would be paid the Toileting Allowance (not just TAs)
- Toileting Allowance would be payable to everyone who assists with toileting, regardless of how regularly you do it

9. Allowances for Relief TAs

Relief TAs would be paid DECYP-specific allowances (e.g. Toileting, Meal Management Plan, Specialised Programs, Health Care) if you do the relevant work

10. Special Programs Allowance for using AAC devices

You would be paid the Special Programs Allowance if you use Augmentative and Alternative Communication (AAC) devices

11. Raise DECYP allowances

- Minimum 5.95% increase effective from July 2025
- Minimum 5.2% increases in December 2025, December 2026 and December 2027

Other important changes

12. DECYP pays for WWVP

DECYP would have to reimburse you for the cost of getting your Working with Vulnerable People card

13. DECYP pays for flu vax & RSV immunisation

- Your right to have the flu vaccination paid for by DECYP would be protected and locked into the Agreement
- DECYP would also cover the cost of RSV immunisation for workers over age 60

14. Central funding for training

First Aid Training and Health & Safety Representative Training would be centrally funded by DECYP, not funded 50-50 by DECYP and your school

15. Review classification of Bus Attendants

DECYP would have to review how Bus Attendants are classified to make sure you're being paid properly in the first 12 months after the new Agreement takes effect

16. Lock in lab tech ratios & TOIL

Recent wins for Lab techs would be protected and locked into your Agreement:

- Minimum Lab tech ratios in schools & colleges
- TOIL during breaks for working approved extra hours during term

17. Right to transfer schools for ESPs

All ESPs (excl. school admin staff) would have the right to transfer between schools at the same classification level

ALL TASMANIAN PUBLIC SECTOR UNIONS

LOG OF CLAIMS

PUBLIC SECTOR COMMON CLAIMS • WITHOUT PREJUDICE



Pay and allowances

1. Meaningful pay rises

Yearly pay rise of 5.2% from the first full pay period on or after 1 December or 1 July 2025 (based on agreement expiry date) and in 2026 and 2027, to recognise everyone's hard work and offset the effects of inflation

2. Pay boost to get closer to mainland pay parity

- An immediate pay rise of 5.95% from the first full pay period on or after 1 July 2025 to get Tasmanian public sector wages closer to parity with mainland states and help keep workers in Tassie
- Tasmanian state government workers are paid 5.95% less than the national average

3. Same job, same pay

Labour hire workers would be paid the same salary, entitlements and allowances as directly-employed workers doing the same job

4. Superannuation increase

- Raise the Government's superannuation contribution to 15.4% (to match the Federal public service)
- Pay super fortnightly so it's building your super faster
- Bring in an Employer Co-Contribution Scheme so the Government matches your extra super contributions dollar-for-dollar, up to 4% of your annual salary

5. New mentor/instructor allowance

- An allowance of at least 1.5% of your weekly wage if you act as a mentor for part of the week
- An allowance of at least 2% of your weekly wage if you act as an instructor for part of the week
- This allowance would be in addition to any other benefits in individual Awards or Agreements

6. Increase availability and on-call allowances

- Increase availability allowance to \$10 per hour, paid for a minimum of 8 hours
- Minimum recall time of 15 minutes before you're eligible for 1 hour of overtime pay
- Separate on-call allowance of \$10 with minimum recall of 4 hours

7. New vacation childcare subsidy

You would receive \$52 a day (maximum \$260 for 5 days) towards cost of each school child (up to 3 children) for accredited school holiday care

Leave entitlements

8. Introduce reproductive health and wellbeing leave

- 12 days paid leave for IVF, endometriosis, menstruation, menopause treatment and other reproductive health matters
- Reasonable workplace adjustments to manage reproductive health matters

9. Increase paid parental leave

- Increase to 30 weeks paid parental Leave for primary caregiver
- Increase to 8 weeks paid leave for secondary caregiver
- Increase to 8 weeks concurrent leave if both caregivers are employed in the Tasmanian State Service

10. Improve pregnancy loss leave

Current entitlements to be moved out of special parental leave and bereavement leave clauses and put into new Pregnancy Loss Leave clause

- New entitlement to 10 paid days leave for a pregnancy up to 12 weeks
- Up to 52 weeks leave (including 18 paid weeks) for a pregnancy longer than 12 weeks

11. Increase family and domestic violence leave

Increase to 25 days of paid leave annually for all workers

12. Improve annual recreation leave approval

Your employer would need to respond to requests for annual recreation leave within 14 days. If they don't, you would be able to take your application as granted

13. Access long service leave sooner

- You would be able to take pro-rata LSL after 5 years of service
- Shift penalties would be included when calculating your salary for LSL payments

14. Christmas closedown period leave for everyone

- Right to 3 additional days of paid leave for the Christmas closedown (or used within 6 months)
- Shift penalties included for all shift workers

15. Improve access to personal leave	• The right to elect to take either paid or unpaid personal leave • The right to use your full personal leave entitlement as carers leave
16. Separate out bereavement and compassionate leave	• Bereavement leave – 10 days per occasion • Compassionate leave – 10 days per occasion • Each type of leave would be separate, not out of the same bucket
17. Introduce paid infectious disease leave	If the relevant health authority considers an infectious disease to have reached epidemic status in Australia, in a state, or pandemic status globally, you'd be entitled to: • Paid leave from your first absence due to the disease until you're given a medical clearance to return, in the case when you test positive and tell your employer • 1 day of leave per occasion for testing • Up to 2 weeks leave per occasion if you're symptomatic, waiting for test results, required self isolate, or prevented from working because of government or health authority measures
18. Allow donation of leave	You would be able to donate personal leave to another worker who has exhausted their personal leave (as long as you maintain a minimum balance)
19. Improve gender affirmation leave	Make gender affirmation leave more flexible so you can access it when you need it
20. New paid natural disaster leave	Available to you during any situation where a natural disaster affects or threatens to affect you, your home, property, family, place of work or transport (whether or not it has been officially declared as a natural disaster)
21. Secure special leave	Move special leave from the regulation into the Awards so it's locked in permanently
22. Additional personal leave	Department Secretaries would have the power to grant you extra sick leave if necessary

23. Introduce other leave

Leave for various other reasons, including religious purposes, emergency management activities, returned servicepersons for medical purposes, blood donation, organ donation and involvement in Tasmanian Industrial Commission proceedings

Other matters

24. Fix workers compensation

Workers compensation would automatically include your average wages (including overtime, superannuation, and allowances) over the last 12-month period, and would not reduce over time. The Government (your employer) could do this by changing the law or by funding the gap created by the legislation. No one should ever be disadvantaged financially as a result of being injured at work

25. End privatisation

- Insource all human resources, security, etc, in Tasmanian government agencies
- Insource all 'same job' workers (e.g. child safety, IT services)

26. Rest period between shifts

10-hour minimum rest period between shifts if you're a shift worker

27. Better flexible work rights

Your employer would have to respond to your request for flexible work arrangements within 14 days, and they could only refuse a request if they have reasonable business grounds and have taken certain steps first

28. Change the law to stop bullying and sexual harassment

Change the law so it's possible to get the Tasmanian Industrial Commission to step in and stop bullying and sexual harassment at work

29. More union rep/delegate rights

- If you're a union rep/delegate, any unused paid rep/delegate training leave would roll over for up to two calendar years
- Union reps/delegates who are part time or shift workers would get paid for attending union conferences or training outside of your normal work hours

30. Income security for part-time workforce

If you do extra work on top of your appointed part-time FTE, it would be paid as overtime

31. Introduce the right to disconnect

You'd have the right to switch off from work and work-related communication outside of work hours and when you're off work.

- Your employer would have to respect leave and couldn't require work outside hours except in emergencies
- You could refuse after-hours contact (unless unreasonable), with exceptions for on-call or overtime workers
- Reasonableness of refusal would take urgency, disruption to your life, your role, and your personal circumstances into account
- Your employer could reach out for operational reasons, but you could still exercise the right to disconnect

32. Improve the complaints/grievance process

- Grievance responses would need to include findings, recommendations and reasons for decisions
- Government would need to review the process with unions to modernise and improve it

33. Improve union consultation

Unions could attend staff inductions and to meet with new workers during working hours

34. New right to review salary on appointment

You would be entitled to apply for a salary appointment review within your first 6 months of employment without having to go through reclassification process

35. Move Employment Directions into Awards	Move entitlements and processes relating to employment arrangements, misconduct, inability, performance management and employer obligations in the Employment Directions to the general conditions Award (the TSSA) and other relevant public sector Awards, so the government can't change them overnight
36. Consultation on climate change in the workplace	• The Government would need to do consultation and set up a planning forum for workers on climate impacts to your work • Paid time to participate in workplace climate adaptation and sustainability training
37. Limit use of artificial intelligence	• Your employer would have to consult you and your union before introducing AI and provide details on its use, oversight, and training • Agencies would have to keep a register of AI usage • AI could not be used for recruitment, promotion, discipline, performance management, or employee surveillance
38. Limit workplace surveillance	• Workplace surveillance includes CCTV, audio recording, email monitoring, GPS tracking, biometric recognition, and productivity tracking • Your employer would have to consult you and your union before introducing new surveillance and provide details on its purpose, justification, data storage, and who can access it • Existing surveillance practices would also have to be disclosed to employees • Surveillance would not be allowed to occur in private spaces (e.g. bathrooms, change rooms) or be used for undisclosed purposes
39. Reimbursement of child and family caring costs	You would be reimbursed for some or all of the costs of additional family care arrangements if you're directed to work outside your regular pattern of work (if you provide receipts)
40. Shift work recall	4-hour minimum recall across the board

41. Better remote working rights

Your employer would have to respond to your request for remote work within 21 days, and you would have a right of reply if your request is denied.

- No limits on the number of remote work approvals
- Your employer couldn't force you to work from home unless lawful and reasonable

42. Everyone gets the fitness passport

Expand the Fitness Passport to all Tasmanian Government agencies

