

TEACHER AND EDUCATOR WORKPLACE AGREEMENT BULLETIN 6/2008

Improved offer to the AEU

The purpose of this Bulletin is to inform you that I have made an improved offer to the AEU. In making this offer, I sought a commitment from the AEU full-time officials to continue negotiating during the stand-down period and if necessary for the union executive to convene quickly, to consider the offer and to advise me of its position in relation to those negotiations over that period.

The AEU has agreed to cease all future industrial action at least until such time as the broader union membership has had the opportunity to consider the offer summarised below.

On this basis, I believe that the parties will be able to maintain a positive tone in the negotiations and be able to conclude the ongoing dispute as quickly as possible in order to minimise any further disruption to students and parents.

Improvements address issues raised by AEU

In formulating this new offer I have taken into account issues raised by the AEU officials in relation to the competitiveness of the previous offer, especially over the longer term of the agreement. The offer also includes a start up payment that covers the period from September 2007 to January 2008. The initial, salary increase will commence from January 2008.

Maximum Class Size

From the beginning of the school year in 2009, it is proposed that the maximum class size be established at 26 students. The current arrangements under the agreement for schools and teachers to agree on variations above this maximum will remain as will all other conditions specified in the current agreement.

Increased Salary Offer

The new salary offer is as follows:

1. Initial increase in salary of 4% from the first pay period commencing on or after 29 January 2008,
2. On approval of the agreement, teachers and educators will receive an agreement start up payment equating to a 4% salary increase backdated to the first pay period commencing on or after 1 September 2007 up to the date of (1) above,
3. A further 4% increase from the first pay period commencing on or after 29 January 2009; and
4. A final increase of 4% from the first pay period commencing on or after 29 January 2010.

With this offer, teachers will receive a lump sum payment that would be the equivalent of back payment from August 2007. NT teachers will also retain their position as amongst the best paid nationally.

The new agreement will expire on 29 January 2011.

Further improvement to Remote Incentive Allowance

The offer also includes the Remote Incentive Allowance of the previous offer. The Department has provided the AEU with evidence of freight expenditure for all remote teachers currently employed, which indicates that no employee will be financially disadvantaged by these new arrangements. However, to provide additional surety on this matter, I am proposing a review mechanism. Where an employee can provide evidence of freight charges incurred under the current policy provisions over the 12-month period from 1 July 2007 to 30 June 2008 and this evidence demonstrates a financial disadvantage under the new arrangements, an additional payment of up to a maximum of \$1,000 will be authorised by me to that employee by way of a determination. This review mechanism will be available until 31 March 2009.

All other elements of previous offer remain

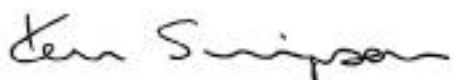
The other elements of my previous offer remain as part of the total package, these are:

- \$5,000 lump sum payment scheme for remote study leave
- Retention of the current relief teacher loading
- Extended leave scheme,
- Work-life balance initiatives,
- Introduction of five days paternity / partner's leave; and
- Preservation of relevant conditions affected by the Workplace Relations Act.

Discussions between the Department and the AEU re school resources

Discussions between the Department and the AEU about school resources have already commenced.

Further information is available in our Fact Sheets which can be found on our website at <http://www.workplaceagreements.nt.gov.au/>.



KEN SIMPSON

Commissioner for Public Employment

3 July 2008