

# FACT SHEET

## TEACHER AND EDUCATOR FACT SHEET 10/2008

This offer takes into account issues raised by the AEU officials in relation to the competitiveness of the Government's offer over the longer term duration of the agreement. The offer includes a 1% increase to the final salary quantum; a start-up payment covering the period from September 2007 to January 2008; and commencement of the salary increases from January 2008.

The full terms of the new offer are as follows:

### Salary

The following salary offer will apply to teachers and educators employed at commencement of the new agreement:

1. An initial increase in salary of 4% from the first pay period commencing on or after 29 January 2008;
2. 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 increase in salary of 4% from the first pay period commencing on or after 29 January 2009; and
4. A final increase in salary of 4% from the first pay period commencing on or after 29 January 2010.

### Duration

The new agreement is to be a union collective agreement made under the *Workplace Relations Act* commencing from its lodgement with the Workplace Authority and with a nominal expiry date of 29 January 2011.

### 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 clause of the agreement.

### Remote conditions

Under this offer the Remote Incentive Allowance will replace the current freight subsidy and Professional Isolation Allowance from the first pay period commencing on or after 29 January 2009 and will be indexed in line with future salary increases. The allowance will include a 25% loading for remote employees with dependants. The allowance will be paid fortnightly, at the following annual rates:

Category	Current Professional Isolation Allowance	Remote Incentive Allowance Without Dependants	Remote Incentive Allowance With Dependants
Special	\$455	\$900	\$1,125
1	\$907	\$3,000	\$3,750
2	\$1365	\$3,500	\$4,375
3	\$1819	\$5,500	\$6,875

The Department has provided to the AEU evidence of freight expenditure for all remote teachers currently employed, indicating that no employee will be financially disadvantaged by the introduction of these new arrangements. However, to provide additional surety on this issue there will be a review mechanism. Where an employee can provide evidence of freight charges incurred under 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 up to a maximum of \$1000 will be authorised by me to that employee by way of a determination under the *Public Sector Employment and Management Act*. This review mechanism will be available to employees until 31 March 2009.

The offer also includes a new retention incentive in the form of a \$5,000 lump sum payment for teachers using the current Remote Study Leave Scheme. The payment will be made in addition to teachers receiving a semester of leave at full pay or two semesters on half pay.

### **Relief Teacher casual loading**

The loading will remain at T5 plus 25%.

### **Extended salary scheme**

It is proposed that an extended leave scheme be introduced for all NT Teachers and Educators, including classroom teachers. This scheme will allow for one year of leave after the completion of four years work. Salary is reduced to 80% for four years to pay for the year of leave.

### **Office based educators**

For office based educators only, it is proposed to introduce a new Work Life Balance Package. This package will provide employees with additional leave options, provided these can be met within the operational requirements of the agency. The package will operate in addition to existing work life balance arrangements and will comprise options for half pay recreation leave, a purchased leave scheme – providing employees the ability to purchase up to six weeks additional leave and enhanced flexibility in taking long service leave – minimum of 7 days for office based employees (school based staff can already take periods of less than 15 days).

This package is not able to be offered to school based teachers due to operational requirements and the existing stand down and leave arrangements.

### **Other matters**

The offer also includes the following elements:

- The introduction of paid paternity / partner's leave of five days on the birth or adoption of a child by the employee's spouse or partner,
- The inclusion within the agreement of new clauses specifying conditions for parental leave, personal / carer's leave and recreation leave – including cash-up provisions for educators working office conditions; and
- The inclusion of redeployment and redundancy provisions in the agreement in compliance with the prohibited content provisions of the *Workplace Relations Act*.

### **Preserving current conditions**

The Commissioner for Public Employment commits in this offer to preserve current agreement and award provisions (where relevant) in compliance with the prohibited content provisions of the Workplace Relations Act.