



Stronger together

Enterprise Agreement 2023

Acknowledgement of Country

In the spirit of reconciliation, the Australian Education Union ACT Branch acknowledges the Traditional Custodians of the land on which we work and learn, the Ngunnawal people.

We are grateful to be able to leave our footprints on Ngunnawal land. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



3 May 2023 : Council endorses offer

Stronger together

Branch Council acknowledges that the work of the AEU and ACT Government bargaining teams has produced a teacher pay deal that is the best in the country and will result in ACT teachers earning considerably more than their interstate counterparts.

While Council seeks that further detail be developed on workload reduction measures, no workload reduction will occur until those measures are agreed and are being implemented.

Accordingly, Council directs the bargaining team to work to finalise an agreement in accordance with the general terms proposed that can, subject to final drafting, be put to AEU members in a ballot.



Ballot Process

Now that bargaining has concluded, the employer is required to ballot its employees on whether they agree to the new agreement

In line with the resolution of Branch Council, the AEU bargaining team is recommending the offer to members and that they VOTE 'YES'.

Please note:

- All teachers (not just AEU members) employed by ACT EDU will be balloted
- In order for EA to be accepted, more than 50% of those votes must be “yes”

What happens if the ballot fails?

- Back to the drawing table
- EDU have said that backpay and sign on bonus will be off the table
- May also lose some conditions



3RD MAY

Branch Council voted to accept the governments final offer for the new agreement.

1ST - 13TH JUNE

Consideration period for the proposed new Enterprise Agreement as required by the Fair Work Act

14TH - 27TH JUNE

Ballot period opens for voting

FROM 28TH JUNE

If the ballot is successful, proposed agreement is sent to Fair Work for approval

EARLY AUGUST

When the Education Directorate estimates that staff will receive backpay and the cost-of-living payment, if the ballot is successful

TIMELINE

Classification	Starting salary 2023	Starting salary 2026	\$ increase	% increase
Year 1 teacher	\$76,575	\$91,396	\$14,821	19.3%
Year 2 teacher	\$80,654	\$100,006	\$19,352	23.9%
Year 3 teacher	\$84,729	\$104,314	\$19,585	23.1%
Year 4 teacher	\$88,805	\$108,619	\$19,814	22.3%
Year 5 teacher	\$92,884	\$112,924	\$20,040	21.5%
Year 6 teacher	\$96,960	\$120,102	\$23,142	23.8%
Year 7 teacher	\$101,036	\$127,276	\$26,240	25.9%
Year 8 teacher	\$107,832	\$129,106	\$21,274	19.7%
Year 9 teacher	\$114,624	\$129,106	\$14,482	12.6%
School leader C2	\$132,293	\$149,107	\$16,814	12.7%
School leader B2	\$154,033	\$173,125	\$19,092	12.3%
SLA 1	\$175,964	\$195,886	\$19,922	11.3%
SLA 2	\$189,549	\$210,521	\$20,972	11.1%
SLA 3	\$203,135	\$225,158	\$22,023	10.8%

What deal did other states get?

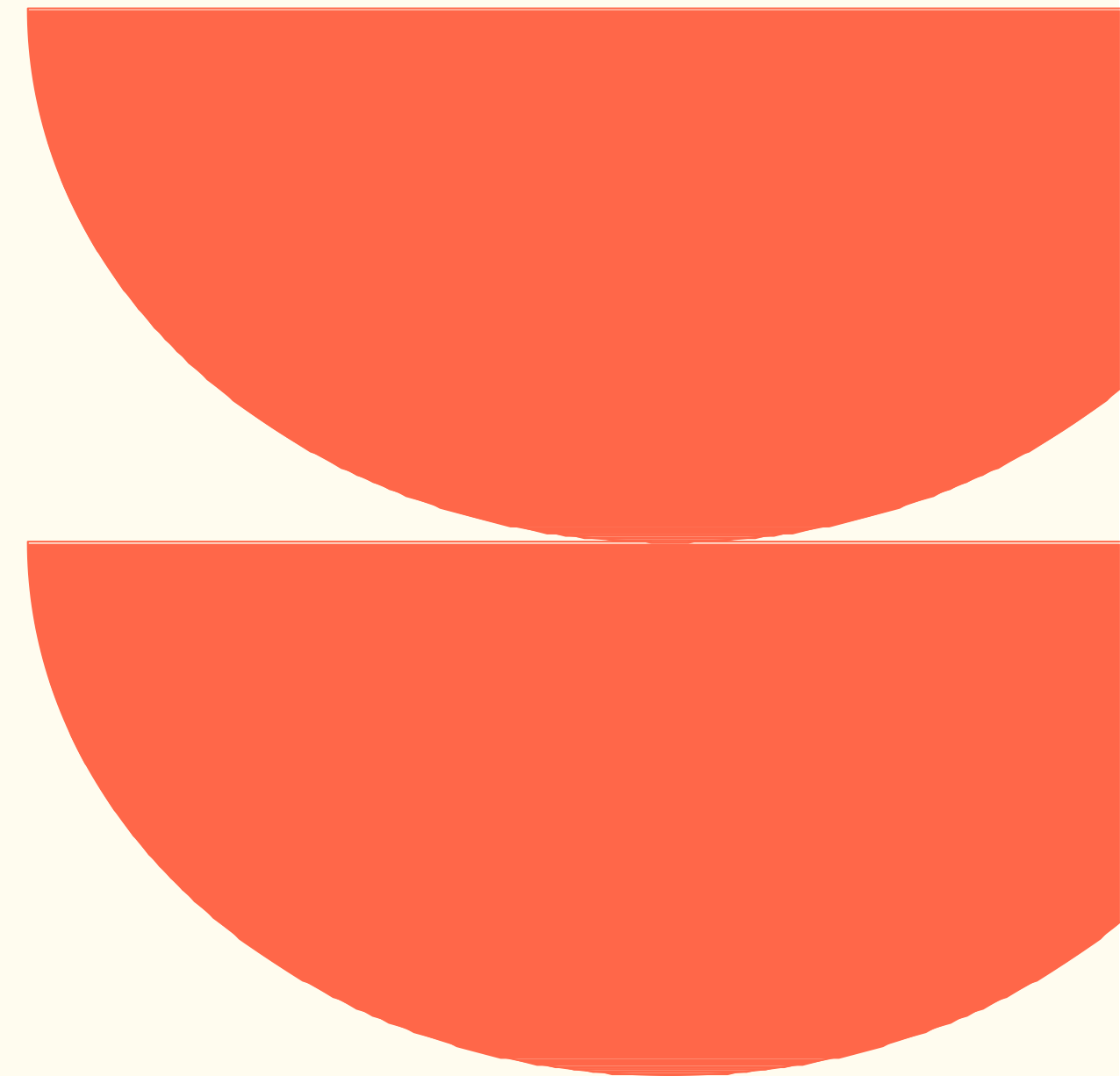
- **Tasmania** - 3 year deal from 2022 for 3.5%, 3% and 3% (9.5% over 3 years)
- **Queensland** - 3 year deal at 4 - 4 - 3% (11% over three years) plus one-off cost of living payments.
- **Victoria** - a 2% per year increase and a 1% position allowance for a maximum 3% per annum
- **NSW** - 2.04% for 6 months of 2022, 0.25% for a further 6 months, 2.54% over 2023 (5% over 2 years)
- **Western Australia** - 3% on a 1-year deal for 2022
- **Northern Territory** - 3% on a 3-year deal for 2021 - 2023, accepted in December 2022 (9% over 3 years)

ACT Proposal

Classroom teachers: between 4.2 and 8.8% annualised, or between 12.6 and 26.5% over three years

School leaders: between 10.5 and 12.6% over three years

Note that the ACT is *already* the highest-paid jurisdiction.



What about NSW?

- Current deal runs until beginning of 2024
- Workload reductions are non-specific with government promising to reduce 5 hours per week worth of admin tasks.

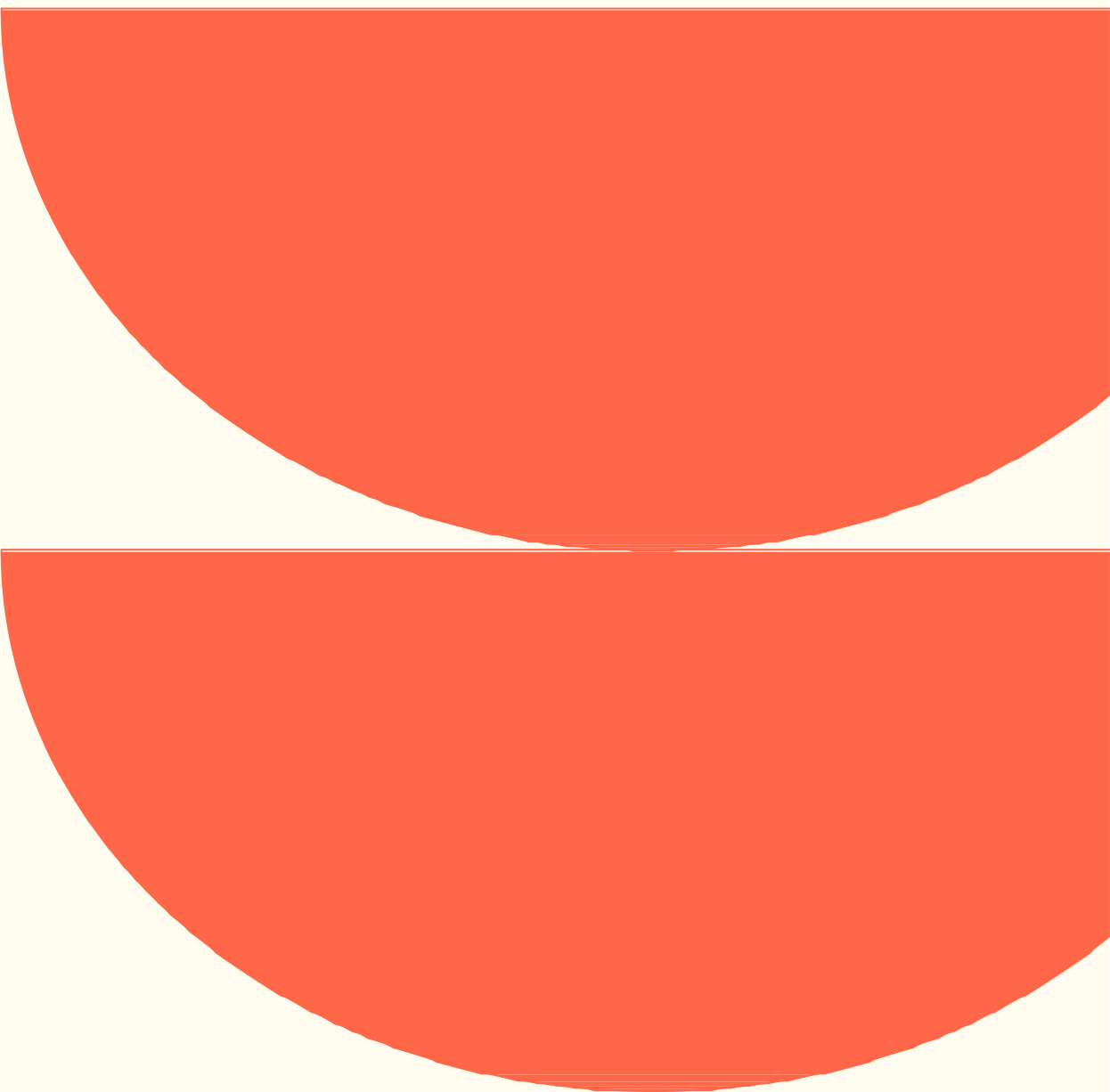
	NSW pay Jan 2024	ACT pay Dec 2025	Difference in raw dollars	% increase required to catch ACT
Top of the scale	\$113,042	\$129,106	\$16,064	7% per annum
Beginning teacher	\$75,791	\$91,396	\$15,605	10% per annum

Minns government is promising 4% per annum for all public servants.

Why are increases higher for lower-paid workers?

1. Government ACTPS-wide pay offer deliberately targets those on lower incomes in order to address cost of living where it is felt the most.
2. AEU/EDU negotiated salary realignment that prioritises addressing the teacher shortage and addressing competitive disadvantage relative to private sector.
3. Currently a teacher in the Catholic system can earn almost \$50k more in their first five years.

	Public	Catholic	Cumulative \$ advantage
Year 1	\$76,575	\$76,574	-\$1
Year 2 (Cath = proficient)	\$80,654	\$92,884	\$12,229
3	\$84,729	\$92,884	\$20,384
4	\$88,805	\$101,035	\$32,614
5	\$92,884	\$107,833	\$47,563
6	\$96,960	\$114,628	\$62,231
7	\$101,036	\$114,628	\$75,823
8	\$107,832	\$114,628	\$82,619
9	\$114,624	\$114,628	\$82,623



What about workloads?

- Common feedback from members has been that they want more detail on workload measures.
- We have come back to members with as much detail as we can put together at this stage.
- Enterprise Agreements provide the minimum standards. The detail is usually in policy developed under the EA which sets out how the minimum standard will be implemented. That said, we want to make sure the EA sets a sound minimum standard.

Workload is also an implementation issue

- The current EA sets a good framework for workload reduction and encourages local decisions, made by negotiation, at the school level. This includes setting of hours of attendance, meetings, duties and other activities.
- However, poor implementation of these measures is letting us down, including some measures that were not supported through funding to schools. We have ensured that all measures are fully-funded this time around.
- A new consultation forum will be the Sustainable Workload Committee, which will monitor workload and implementation issues over the course of the agreement. Teachers and school leaders will be members of this committee.

What about the teacher shortage?

April 2023 figures from NSW show:

- One in five permanent teachers quitting in their first five years of their career (19% in 2022, compared to 11.6% in 2021 and 8.2% in 2018), the highest rate recorded.
- A record 4.2% quit within their first year of teaching in 2022.

The ACT offer is a solid step to improving the attractiveness of the teaching profession.

What about retaining experienced teachers?

We know that experienced teachers are leaving the profession. Some of this is due to excessive workload, which should be improved through implementation of this new EA.

We also know that we need to continue pushing for pay recognition for experienced teachers - we expect this will come up as part of member consultation for our log of claims for the post-2026 EA.

Given this agreement is a shorter agreement (three years instead of four), and that we are already six months in, we expect this consultation will begin as early as late-2024 (next year).

Effect of tax cuts

- The ACT Government has noted that those on higher incomes (experienced teachers and school leaders) will also receive a boost to take-home pay of between \$2600 and \$9075 a year as a result of the Stage 3 income tax cuts.
- Combined with salary increases, this is equivalent to an estimated 5.5% per annum increase to take-home pay for a top-of-the-scale teacher.
- Lower earners do not benefit significantly from the tax cuts.



“

... a new benchmark for teachers' pay and conditions... It will instill confidence in students undertaking teacher training in various Canberra universities, and more importantly, it will retain teachers in ACT government schools.

”

Mark Northam, IEU ACT/NSW Branch Secretary
Canberra Times, 6 May 2023



“

It will provide a challenge to the non-government sector, which will now have to keep pace with their public school counterparts.

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Editorial
Canberra Times, 8 May 2023



“

The teaching profession has long been under-valued in terms of the role it plays in society, a fact that has led to shortages as early-career teachers opt out soon into their working lives. ... This narrative is now set to shift somewhat.

”

Editorial
Canberra Times, 8 May 2023



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ACTPS wide condition changes

Proposed changes – birth/parental related leave

- Increase in birth leave from **18 weeks** to **24 weeks** (which will apply to anyone who commenced or is on a period of birth leave after 1 January 2023)
- Superannuation payments will be made up to **104 weeks** for someone on paid or unpaid parental leave
- Primary care giver leave of **18 weeks**, as well as increasing the period from when the leave can be commenced from 14 weeks to 26 weeks post birth and allowing the leave to be used for a period of up to 72 weeks post birth
- Bonding leave increased from **2 weeks** to **5 weeks** (plus 1 additional week may be taken using personal leave)
- Introduction of 5 days/year for Assisted Reproductive Leave

Proposed changes - other

- Introduction of a Health and Wellbeing Payment (\$100/year) to all ACTPS employees, which involves a reimbursement towards a health promotion activity
- Introduction of a corporate citizens allowance, which encompasses the existing allowance payable to First Aid Officers, but extends this to Fire Wardens and Health and Safety Representatives (and Deputy HSRs acting in place of the HSR)
- Changes to the existing personal leave in extraordinary and unforeseen circumstances, introducing a “special” circumstances and increasing the entitlement from 4 days to 10 days/year
- Changes to Family and Domestic Violence leave, including entitlement of 20 days per year (inclusive of casual employees) and reasonable adjustments must be facilitated to ensure the individual’s safety (such as different work locations, removal from phone listings etc).

