

AEU ACT Branch CIT teaching staff log of claims, August 2025

Nation leading pay

- Ensure that CIT Educators are the highest paid TAFE educators in the country.
- Salary increases must ensure AEU members see real-terms wage growth every year of the agreement.
- Continue working towards pay-parity with teachers in ACT public schools.
- Ensure no financial disadvantage to educators moving from ACT public schools into CIT

Value, recognise, and remunerate expertise

- Pay rates/allowances should be at least comparable, if not better than, the relevant industry standard
- Streamline processes for accessing paid time to maintain industry currency
- Streamline process for accessing paid time for professional development
- Aim to have managers (HoDs and College Directors) working in their area of expertise, or if that's not practicable, ensure managers undertake professional learning to develop relevant skills and understandings
- Ensure mandatory backfilling of staff on long-term leave
- Improve processes for engagement of casual educators and ensure pay rates genuinely reflect the amount of work to be undertaken

Improve workload

- Provide student free days (one per term) for quality, educator-led collaboration, planning and preparation (that count towards teaching load/annualised hours)
- Continue the workload piloting provisions
- Reassess the Direct Teaching Activity (720 hours) provisions in relation to:
 - Timely payment of overtime
 - Sustainable and collaborative management of workload throughout the year
 - Defining what counts towards hours and what work attracts a reduction of those hours
- Clarify paid non-attendance, and who it applies to
- Adequate admin, technical, IT, and student support for departments, HoDs and College Directors
- Paid time for sub-branch representatives to perform their duties as an elected representative.

Ensure a psychologically and physically safe workplace

- Provide physical, technical and human resources to promote safety
- Provide training that supports educators to support students safely (e.g. training around occupational violence and supporting students with additional needs)
- Clarify job descriptions for Educators, EDS, HoDs and College Directors



Stronger together

Yurauna Centre-specific conditions

- The working conditions of staff at the Yurauna Centre are unique amongst employees at CIT and require special employment conditions that reflect the nature of their work. Amend the agreement to recognise these unique conditions.