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2011 ACT CIT Teaching Staff Enterprise Agreement Negotiations

Bargaining has commenced with CIT for a new Teaching Staff Enterprise Agreement, and with Chief Minister's Department as part of the Single Bargaining Unit for a new ACT Public Sector Common Core.

Bargaining Parameters:

The Chief Minister's Department (CMD) advised bargaining representatives on 4 March that the whole of Government offer was (a) 2.5% per annum wage increase, (b) an Agreement of 2 years duration, and (c) the removal of a range of conditions from Agreements and place them in either the Public Sector Management Act (PSMA) or the Standards that provide more detail for implementation of PSMA provisions.

Members may have seen a Whole of Government email of 4/3/11 that provided this information.

On 25 March CMD advised the bargaining representatives in writing that the offer had changed; (a) and (b) remained, but a replacement (c) proposed a "rollover" of common terms and conditions and agency schedules for all general clerical agreements with plans to amend various elements of the agreements put aside.

The changed offer is conditional on the bargaining representatives agreeing not to bring forward additional claims, either for common terms or through agency schedule negotiations. As well, the offer requires bargaining agents to agree to the inclusion in the Agreement of a clause committing to work towards the implementation of Government agreed outcomes arising from the Hawke Review – which recommendations and what is to be implemented are unknown at this time.

The offer refers only to "general clerical agreements" so its status in respect of teachers' agreement in CIT is unclear. Members may have seen a Whole of Government email on 29/3/11 that described the new offer. While the general union response is still being



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determined, the AEU's assessment is that the CMD proposals to date will not assist in achieving a settlement for teachers.

CIT Bargaining:

Regular meetings have been occurring with CIT negotiators since late February. CIT has confirmed that their bargaining instructions to date reflect the original offer from CMD. CIT has also provided a lengthy list of items that it wishes to discuss as part of the bargaining process. CIT's document indicates that any funding for salary increases or changes to conditions that falls outside the envelope of 2.5% per annum will need to be funded through productivity offsets. To date there have been no detailed discussions of these issues but CIT completed provision of a point-by-point response to the AEU's Claim.

As a result of this work some matters have already been identified for discussion and others for clarification. The AEU is also preparing a response to the items raised by CIT.

WHAT CAN YOU DO NOW TO SUPPORT THE CAMPAIGN?

The ACT Government is finalising the 2011/12 ACT Budget now! Email Barr@act.gov.au, Stanhope@act.gov.au, Gallagher@act.gov.au and other ACT politicians to demand adequate funding in the Budget for teachers salaries and working conditions.

As the negotiations continue members will be kept informed through AEU e-bulletins and your representatives on TAFE Council will debate our position on key issues.

Penny Gilmour
Branch Secretary

6 April 2011