

Negotiation of DET Agreement for AEU Schools Services Officers Almost Complete

The proposed enterprise agreement for AEU SSO members in DET is almost complete.

A summary of its key conditions is as follows:

1. A one-off sign on bonus of \$650 for all staff:
 - except staff on short term temporary employment contracts (ie. less than 12 months) and casual staff, *unless they have been engaged on a regular and systematic basis or there is a reasonable expectation of continuing employment within the ACTPS on a regular and systematic basis.*
 - and staff who have been on any form of unpaid leave for a period greater than six months at the date of commencement of the agreement, *other than employees on unpaid maternity leave.*
2. A 2.5% salary increase back dated to 1 July 2010 and an expiry date of 30 June 2011.
3. Maintaining the clauses dealing with "types of employment", "notice of termination", probation, "joint selection committees", "employees with caring responsibilities", "commitment to a performance culture (maintain prohibition on performance pay)", performance management scheme", "management of excessive hours" and "medically unfit staff".
4. Removing only the clauses dealing with "notice of engagement", "promotion after acting" and "lifespan of merit process".
5. Updating current clauses to reflect any agreed improved conditions (eg Maternity leave to 18 weeks etc).
6. A new detailed clause to review all ACTPS classifications in a three staged process.
7. The DET and the Unions will, during the life of this agreement, consider:
 - creation of a Schools Assistant 4 classification for implementation in the next agreement;
 - an ongoing method for conversion of temporary and casual employees to permanency;
 - appropriate methods for dealing with workload issues for all employees.
8. the department to pay costs associated with gaining a qualification when the employee is required to get that qualification.
9. A DET Human Resource Advice to be sent to all schools that makes it clear that all Pre-School Assistants must be provided time within their ordinary hours of work to perform programming duties with their teacher.

There are some minor changes to still be settled but this should not take long. Once the document is finalized it will be sent out to all staff for a formal vote.

If you have any questions or comments about the proposed agreement please contact Bill Book , AEU organizer on 62727900.