



# e-bulletin

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PH: 02 6272 7900

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## SEAs FOR PRINCIPALS AND EA PRINCIPAL PROJECT OFFICER UPDATE

### Principal positions advertised with SEAs

The AEU is very concerned that ETD has included reference to the availability of SEAs (Special Employment Arrangements) in the advertisement for SLA positions at Richardson PS and Yarralumla PS. The AEU believes that this is in breach of our EA, and has written to ETD setting out our concerns and asking for the reference to SEAs to be removed from the advertisements. Read the AEU's letter of 19 October at <http://www.aeuact.asn.au/uploads/file/Bateman%20re%20SEAs%20-%2019Oct11.pdf> ETD has not yet responded formally, but has advised by email that it will not remove the reference to SEAs and does not believe it has committed any breaches of the EA. Accordingly the AEU is now seeking legal advice as to our options to contest this matter.

Members should be aware that ETD has made comments to the AEU that indicate that reference in the ads to "performance targets" translates as "requirements in regard to lifting NAPLAN results". This means that ETD appears to be about to use NAPLAN results to make judgements about principal performance - a purpose for which NAPLAN was not intended. The AEU believes this is a breach of the Performance Appraisal processes for School Leaders detailed in the Enterprise Agreement.

In addition, ETD is not intending to negotiate the SEA terms and conditions until after the SLA positions are filled, which means that applicants are being asked to apply for a job without knowing the full extent of the position requirements. The AEU believes that these advertisements represent an attempt by ETD to introduce limited tenure (contracts) and make other changes to employment conditions by the back door.

Members are cautioned to think through carefully all of the implications of this matter before applying for either position. The AEU will advise members of ETD's formal response when it is received, and any AEU decisions about the matter following receipt of legal advice.

### Principal Project Officer – ETD's refusal to release a Principal to undertake work for the EA

Members will be aware that the AEU's Claim includes development by 1 August 2012 of a new model of Principal classification structure to be negotiated between AEU and ETD through an agreed working group. The AEU is mindful that SLA members are unlikely to view favourably an EA where there is no clear framework or principles enunciated to guide the work that must be done in 2012. In order to progress the preliminary work towards a framework and principles to inform the larger task, the AEU determined to fund a Principal Project Officer for Term 4 2011 to consult with their colleagues and establish the key elements to inform the task. A joint AEU-ACTPA selection committee was established to assess Expressions of Interest, and the AEU subsequently sought release from ETD of the selected SLA. ETD has refused release. Read the AEU's letter of 20 October at <http://www.aeuact.asn.au/uploads/file/Watterston%20re%20Prin%20Project%20Off%20-%2020Oct11.pdf>

The AEU will advise members of developments in this matter, and remains committed to having this work done in the interests of moving forward with the development of a new Principal classification structure.

**Penny Gilmour**  
Branch Secretary