



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Teachers Agreement 2023 [2023] TASIC 19

PARTIES:

Minister administering the *State Service Act 2000*

Australian Education Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 55(2) application for filing of Industrial Agreement

FILE NO: T15024 of 2023

HEARING DATE(S): 8 May 2023

HEARING LOCATION: Hobart

DATE REASONS ISSUED: 9 May 2023

MEMBER: Barclay, P

CATCHWORDS: Industrial agreement – application approved – variation of agreement – effective from 20 September 2022 and will remain in force until 19 September 2025.

REPRESENTATIVES:

Mark Watson and Stuart Locke for the Minister administering the *State Service Act 2000*

Steve Smith for the Australian Education Union, Tasmanian Branch

FILING OF THE TEACHERS AGREEMENT 2023 [2023] TASIC 19

REASONS FOR DECISION

9 MAY 2023

[1] On 5 May 2023, the Minister administering the *State Service Act 2000* lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), an application to file the Teachers Agreement 2023 (the Agreement). The parties also apply for the cancellation of the Teachers Agreement 2021 (the 2021 Agreement).

[2] The Agreement is an agreement which has been the result of protracted and at times robust, but respectful negotiations over a significant period.

[3] The most significant matters are:

- “provisions for salary increases and cost of living payment and lower income payments.
- instructional load reductions for teacher mentors.
- continuation of the Instructional Load – COVID-19 payment where agreed including joint review of the clause within 6 months of registration of the agreement.
- clarification of the unpaid lunch break.
- paid time for first year teachers to attend specialised professional development/induction program.
- new allowance for relief coordinators
- new allowance for employees working in support schools and Tier Four sites.
- Reduction in Professional Activity Days from 5 to 4 (accommodating a transition in 2023).
- First and second Beginning teachers will have their instructional load (IL) reduced by four hours and two hours per fortnight to ensure BeTTR time is fully accessed.
- Enhanced Incentives for teachers in isolated schools including:-
 - maintaining the substantive classification of a Principal assigned duties at an isolated school.
 - in addition, a Principal assigned duties at an isolated school is to be paid one level higher than their substantive classification.
 - Introduction of a new Principal Mentoring Allowance.
 - Introduction of new Experienced Teaching Allowance following 12 months at Band 1 Level 13 at an isolated school.
 - Graduates who accept a placement at an isolated school may be employed at an inner-city school for the year prior to commencing at the isolated school.
 - Access to 8 days paid time over a two-year period to attend urgent personal business.

- Travel and accommodation support to attend specialist medical appointments.
- Extension of current Incentive Payments to be on commencement in an isolated school and then at the end of year 1, and 2 (current occur after completing years 3,4,5 and 6).
- Commencing salaries for Beginning Teachers in an isolated school is Band 1 Level 8.
- A new Settling in Payment for a teacher appointed to an isolated school who needs to relocate.”

[4] The salary increases and cost of living and lower income increases are in line with other increases within the State Service. I was told that further matters will be included in variations to the relevant award relating to leave issues.

[5] The parties submitted that no employees covered by the Agreement would be disadvantaged by the Agreement, the approval would be in the public interest and it is made with the consent of the parties.

[6] Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied that the agreement is consistent with the public interest, and it does not disadvantage the employees concerned. I am satisfied that there is genuine consent to the Agreement by the parties and that the Agreement is not for a period of more than five years.

[7] In respect to the cancellation of the 2021 Agreement I was told that no employees to whom that agreement applies will be disadvantaged from its cancellation. In light of the terms of the Agreement I accept those submissions. Accordingly the 2021 Agreement is cancelled.

[8] Pursuant to s 55(4) of the Act, the Agreement is approved, effective from 20 September 2022, and will remain in force until 19 September 2025. The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

