



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of Hard-to-Staff Schools Teacher Incentive Pilot Program Agreement 2024 [2024] TASIC 33

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: T15182 of 2024

HEARING DATE(S): 10 December 2024

HEARING LOCATION: Hobart

DATE REASONS ISSUED: 17 December 2024

COMMISSIONER: Deputy President Ellis

CATCHWORDS: Industrial agreement – new agreement – application approved with effect from 3 February 2025 and remains in force until 22 December 2028.

REPRESENTATION:

L Roberts for the Minister administering the *State Service Act 2000*

S Smith for the Australian Education Union, Tasmanian Branch

FILING OF HARD-TO-STAFF SCHOOLS TEACHER INCENTIVE PILOT PROGRAM AGREEMENT 2024 [2024] TASIC 33

REASONS FOR DECISION

17 DECEMBER 2024

[1] On 5 December 2024, the Minister administering the *State Service Act 2000* ('the Minister') lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (Tas), an application to file the Hard-to-Staff Schools Teacher Incentive Pilot Program Agreement 2024 ('the Agreement').

[2] This is a new Agreement and has been filed with the consent of the parties to provide for specific terms and conditions to give effect to the Government's 100 day commitment to support specific schools that find it difficult to attract and retain high-quality education staff given a range of factors.

[3] This Agreement is made in respect of employees covered by the Teaching Service (Tasmanian Public Sector) Award. It only applies to employees working in specified schools as varied from time-to-time in accordance with Clause 7. This Agreement will prevail to the extent of any inconsistency with the Teaching Service (Tasmanian Public Sector) award, the Teachers Agreement 2023 or any other registered Agreement.

[4] As outlined in the Minister's submissions, the details for this Pilot Program are listed below:

"(1) Clause 7 provides the details in relation to the incentive payments:

- i. 7.1 defines an "eligible employee" for the purposes of the Agreement, which is an employee, other than an employee engaged as fixed term relief, who is assigned duties as a Teacher, Advanced Skills Teacher or Assistant Principal in a school defined as 'Hard to Staff', as varied from time to time.
- ii. 7.2 provides criteria that will be used to categorise schools as "hard to staff" for the purposes of the Agreement.
- iii. 7.4 establishes the initial list of nine schools to which the pilot will apply.
- iv. 7.3 indicates that the Hard to Staff schools will be reviewed each year, in consultation with the AEU, with the schools identified as 'Hard to Staff' subject to change by way of variation to this Agreement.
- v. 7.5 establishes that the incentive payment will be an amount of \$3275 per annum. This will apply pro rata to part time employees and is to be paid in two instalments.

- vi. 7.7 and 7.8 provide that the first instalment of \$1000 is to be paid first full pay period commencing on or after (ffppcoa) six weeks after the commencement of Term 1, with the second instalment of \$2275 to be paid ffppcoa six weeks after the commencement of Term 3.
- vii. It is further provided at 7.9 that to receive the incentive payment, an eligible employee must be assigned to the Hard to Staff school at the time the payment is due.
- viii. Clause 7.6 provides that the incentive payment amount is to be adjusted each year in line with the headline percentage salary increases arising from the Teachers Agreement as amended from time to time."

[5] Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied 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 and that the Agreement is not for a period of more than five years.

[6] Pursuant to s 55(4)(a) of the Act, the Agreement is approved and will take effect from 3 February 2025 and will remain in force until 22 December 2028.

[7] The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

