

ENTERPRISE
BARGAINING
PROGRAMME

TAFE Managers

Enterprise Agreement 2015

3 & 4 November 2015



TAFENSW

TRANSFORMATION

TAFE NSW Proposal Summary

THE PROPOSAL

What are the benefits for all Institute (TAFE) Managers?



2.5% pay increase
each year for 2 years
from January 2016 if
proposed reforms are
agreed



**Be part of a
high-performing team**
with performance
expectations and clear
accountability



Leadership development
fostering an
organisational culture
that will help leaders
grow

THE PROPOSAL

What won't change for all Institute (TAFE) Managers?

- **No change** to leave entitlements
- **No change** for accrual of leave

What will change for all Institute (TAFE) Managers?

- Classification now TAFE Managers
- Introduction of level 6 TAFE Manager
- Removal of time in lieu
- Hours of work 38 hours per week, averaged over 12 months*
- Removal of locality allowances
- Full salary packaging arrangements be available to all TAFE Managers
- Annual performance development and capability development plans

THE PROPOSAL

***Proposed Enterprise Agreement wording**

“10. Hours of Work

10.1 A flexible and adaptive approach in relation to working hours and working arrangements will be adopted which recognises the professionalism of TAFE Managers and allows that:

10.1.1 standard working hours shall not exceed an average of 38 hours per week over a 12 month period. The pattern of attendance shall be agreed between an individual TAFE Manager and their line manager;

10.1.2 TAFE Managers shall not be directed to work more than 38 hours in any one week.”

THE PROPOSAL

Types of employment arrangements for Institute (TAFE) Manager



Permanent Manager (at the time of approval of the Enterprise Agreement)

Retains permanency while employed at TAFE NSW as a TAFE Manager



Specified Term Contract Manager

Access to specified term contracts up to 5 years (minimum 2 years) – full range of benefits



Higher Grade Duty (in a classification other than TAFE Manager)

Retains substantive position (e.g. Head Teacher, Clerk Graded) if the position is filled by higher grade duty

THE PROPOSAL

Current Permanent Institute Managers (at the time of approval the Enterprise Agreement)

- **Permanent status is retained** for existing permanent Institute (TAFE) Managers
- **Permanency stays with the individual**, not the position
- **Guaranteed**, by exchange of letters between TAFE NSW and unions
- **TAFE NSW will send** a letter to all permanent Institute Managers confirming their permanent status
- **Retain current leave entitlements** (adjusted to reflect weekly hours for no disadvantage)

THE PROPOSAL

Current Temporary Institute Managers/future managers on specified term contracts

- **Retain current leave entitlements** (adjusted to reflect weekly hours for no disadvantage)
- **13 weeks notice**/payment in lieu of notice, written into the contract, TAFE NSW and unions exchange of letters
- **Contract length**, 2 years up to 5 years (may have shorter specified term contract length for specific project, task or commercial contract)
- **Access to “IM” vehicles** under the TAFE (Institute) Manager salary packaging arrangements
- **Deferred salary scheme available** to managers on 5 year contracts
- **Options for Institute/Executive Directors to directly appoint** merit selected managers to a specified term contract or “priority assess” to a subsequent contract

THE PROPOSAL

Current TAFE NSW Employees who receive higher grade duties as an IM

- **Retain current leave entitlements** (adjusted to reflect weekly hours for no disadvantage)
- **Keep substantive position** whilst on higher grade duties
- **Development assistance to regain currency** for current Managers undertaking higher grade duties if returned to substantive teaching position during the life of the Enterprise Agreement. TAFE NSW undertaking:

‘For a teaching (Teacher or Head Teacher) staff member who has relieved in an Institute Manager position for a continuous period greater than 2 years and returns to their substantive teaching position within the lifetime of the Enterprise Agreement will, in consultation with their line manager, develop and implement an agreed capability development plan to update their VET and/or vocational currency. The plan shall include reasonable timeframes, outcomes and activities.’

- Employees may apply for a specified term contract but must relinquish their substantive position if successful