



NSW needs a strong TAFE

Vote 'Yes'

Contents

- 3 Our purpose
- 4 Our challenge
- 5 We need your support
- 6 The risk we face if we do nothing
- 7-14 Proposed changes for current staff

Our purpose

Our purpose is to deliver the skills for the jobs of tomorrow and a strong TAFE NSW for the future.

In response to significant change in the VET sector, TAFE is committed to making reform across the board to create a modern workplace, with a workforce that's flexible and responsive to students and business clients. A workplace where the whole organisation supports teachers to deliver quality training.

Our challenge

TAFE has always been the dominant vocational education provider in NSW. Students and business have had few alternatives.

Now we face competition from low-cost providers in a crowded market. And students and business are more demanding about how, when and where their training is provided.

One thing hasn't changed – **our reputation for quality**. We are the best at ensuring graduates are job ready.

It's a reputation built on the hard work of our experienced and committed teachers. **But it's also a reputation that's at risk if we don't change the things that divert us from what we do best.**

We need your support

Many of our systems, structures and processes get in the way of teaching. But so too does our current enterprise agreement.

TAFE is committed to reform across the board to create a strong TAFE NSW. This enterprise agreement proposal is part of that reform, it's all about how we keep the focus on quality teaching.

That's the way we serve our communities, attract students, win more work and secure jobs in TAFE.

Together, we can modernise TAFE so we can provide the right training and skills for more people.

The risk we face if we do nothing

Change is real and if we don't **respond now** we will face a loss of market share across NSW and beyond:

- Which will increase our unit costs
- Which makes TAFE NSW less competitive
- Which will prevent us from retaining market share
- Which will hinder our ability to provide quality vocational education
- Which will mean fewer job opportunities in the future.

Head Teacher

What won't change?

1. **No change** to the 7 weeks agreed non-attendance
2. **No change** to the leave entitlements including 4 weeks annual leave
3. **No change** for accrual of FACS leave
4. **No change** to the total annual hours of attendance
5. **No change** in teaching hours for Head Teachers

* campus , industry workplace or delivery site

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. An ability to use new classifications of staff to undertake important teaching and learning support functions, freeing up your teachers
3. The current 5 hours offsite related duties to be worked in the workplace*
4. 5 non-teaching weeks will be converted to administrative duties for leadership responsibilities
5. 5 days per week attendance at campuses/colleges/delivery sites

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

Counsellors and Senior Counsellors

What won't change?

1. **No change** to the 3 weeks agreed non-attendance
2. **No change** to the leave entitlements including 4 weeks annual leave
3. **No change** for accrual of FACS leave
4. **No change** to the total annual hours of attendance
5. **No change** to face-to-face hours for counsellors and senior counsellors

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. Current face-to-face hours annualised over 45 weeks of the year
3. 5 days per week attendance at campuses/colleges/delivery sites

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

Teachers

What won't change?

1. **No change** to the 7 weeks agreed non-attendance
2. **No change** to the leave entitlements including 4 weeks annual leave
3. **No change** for accrual of FACS leave
4. **No change** to the total annual hours of attendance

* campus , industry workplace or delivery site

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. Supporting roles will mean more time for teachers to do what they do best – teach
3. Converting the 5 non-teaching weeks into teaching and related duties, so that we can deliver 820 direct teaching hours annualised over 41 weeks a year
4. The current 5 hours offsite related duties to be worked in the workplace*
5. 5 days per week attendance at campuses/colleges/delivery sites

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

Part-time Casual Teachers

What won't change?

1. **No change** to leave entitlements
2. **No change** for existing attendance requirements

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. **2.5% pay increase** to 'Duties other than teaching' (DOTT) and coordination/consultancy rate
3. Removal of entitlement to related duties

Education Support Officers and Assessors

What won't change?

1. **No change** to the leave entitlements including 4 weeks annual leave
2. **No change** for accrual of FACS leave
3. **No change** to the total annual hours of attendance

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. **Greater job security** with the ability to appoint to permanent positions

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

EO, SEO, CEO, PEO, Cluster Managers

What won't change?

1. **No change** to the leave entitlements including 4 weeks annual leave
2. **No change** for accrual of FACS leave
3. **No change** to the weekly hours of attendance

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. Removal of time-in-lieu for related employees

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

Special Program and Assistant Outreach Coordinators

What won't change?

1. **No change** to the current 6 or 7 weeks agreed non-attendance
2. **No change** to the leave entitlements including 4 weeks annual leave
3. **No change** for accrual of FACS leave
4. **No change** to the total annual hours of attendance

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. Deliver 246 direct teaching hours annualised over 41 or 42 weeks a year
3. The current 5 hours offsite related duties to be worked in the workplace*
4. 5 non-teaching weeks converted into teaching and related duties
5. 5 days per week attendance at campuses/colleges/delivery sites

* campus , industry workplace or delivery site

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave

Adult Literacy Officers

What won't change?

1. **No change** to the 7 weeks agreed non-attendance
2. **No change** to the leave entitlements including 4 weeks annual leave
3. **No change** for accrual of FACS leave
4. **No change** to the total annual hours of attendance

What will change?

1. **2.5% pay increase** each year for 2 years from when the proposed reforms are approved
2. Deliver 369 direct teaching hours annualised over 41 weeks a year
3. The current 5 hours offsite related duties to be worked in the workplace*
4. 5 non-teaching weeks converted into teaching and related duties
5. 5 days per week attendance at campuses/colleges/delivery sites

* campus , industry workplace or delivery site

All staff changes:

- Clearer definitions about when annual leave is taken
- Amended criteria for FACS leave