

## TASMANIAN CATHOLIC SECTOR CLAIM 2017

### PREAMBLE

*IEU members in Tasmanian Catholic Education seek an agreement on wages and conditions to replace the Tasmanian Catholic Agreement 2015 which:*

- *Covers all employees of schools and central bodies providing services to schools including the TCEO;*
- *Protects and improves upon existing conditions of employment; and*
- *Where practicable, provides parity with staff in the Government sector.*

<b>CLASSIFICATION, SALARIES and ALLOWANCES</b>	
<b>1</b>	Nationally competitive salary increases, specifically including: <ul style="list-style-type: none"> <li>1.1 Parity of increases with Tasmanian Government teachers</li> <li>1.2 A level above Level 2 for experienced Teacher Assistants exercising higher level skill;</li> <li>1.3 Appropriate Levels and descriptors for Practical Class Assistants (Woodwork, Home Ec, Metalwork, etc)</li> <li>1.4 Proper classification of employees performing multiple roles</li> <li>1.5 Appropriate levels and descriptors for outdoor education staff and music tutors</li> </ul>
<b>2</b>	First aid allowance rates to better reflect the extent of the responsibilities and work involved
<b>3</b>	Reclassification process: Employer must give written reasons for refusal of a claim
<b>4</b>	Part-time FTE to be calculated to one decimal point
<b>5</b>	Increases to all allowance rates (Meal, Tool, Librarian in charge, Personal care, PLL, PoL)
<b>6</b>	Improve the Travel and Accommodation clause, Travel at ATO travel rates
<b>7</b>	Camp Allowance
<b>8</b>	Reimbursement of WWVP fee
<b>9</b>	Remote locations <ul style="list-style-type: none"> <li>9.1 Specify allowances</li> <li>9.2 Improved provisions on transfer after service in a remote school (68.1.1)</li> </ul>
<b>LEAVE</b>	
<b>10</b>	Long Service Leave <ul style="list-style-type: none"> <li>10.1 Better formula for calculating the pay rate for people who change FTE</li> <li>10.2 Right to take short periods of leave (single days or part days)</li> <li>10.3 Access to leave after 7 years</li> <li>10.4 Re-credit all personal leave during LSL</li> </ul>
<b>11</b>	Training leave for workplace reps
<b>12</b>	14 weeks' paid parental leave. Clearer entitlements to appropriate part-time hours on return from Maternity Leave
<b>13</b>	2 days' Discretionary Leave for those working term-time

<b>CONSULTATIVE COMMITTEE</b>	
<b>14</b>	Restrict “all-of-staff” consultative committees to very small schools
<b>15</b>	Add “email and other communication with students and parents” to the list of matters affecting workloads
<b>EMPLOYMENT / INCOME SECURITY</b>	
<b>16</b>	Notify the weeks of required unpaid leave for support staff by term 3 for the following year
<b>17</b>	Reform provisions facilitating change of part-time hours (teachers and teacher assistants) 17.1 Replace “Core and flexible hours” provisions with fair limits 17.2 Permit variations subject to notice and consultation 17.3 No change during the school year
<b>18</b>	Remove probation
<b>19</b>	Afford part-time members preference over new staff for additional hours
<b>20</b>	Specify redundancy payments
<b>WORKLOADS</b>	
<b>21</b>	Improve the definition of Instructional Load in respect of class size and duties in lieu of instructional load (incl. PoL); (see 76.1)
<b>22</b>	Specify maximum class sizes
<b>23</b>	Better provisions for classes with special-need students
<b>24</b>	Instructional load to include Extras / Relief Supervision
<b>25</b>	Prohibit the use of limited-term employment as a device to avoid obligations such as paid leave/school holidays
<b>26</b>	Properly regulate split shifts (affecting bus drivers, cleaners and other utility staff, teachers with split classes and those expected to attend PD and meetings after school)
<b>27</b>	Implement the Service Factor model for staffing Labs
<b>28</b>	Specify proper breaks for teachers
<b>CLARIFICATION, removal of AMBIGUITY and DISCRIMINATION</b>	
<b>29</b>	Clarify that maximum Face-to-Face load is not averaged and the maximum applies to normally weekly/fortnightly scheduled classes
<b>30</b>	Clarify that breaks are paid (60)
<b>31</b>	Clarify pro-rata school holiday pay for teachers (74.3 and 4)
<b>32</b>	Remove discriminatory provision: part-timers prohibited from accessing overtime when on return from maternity leave (59.2)
<b>33</b>	Delete provision purporting to permit part-timers to be engaged on ongoing and fixed/relief contracts at the same time (72.9)
<b>34</b>	Clarify provisions dealing with averaging of FTE
<b>35</b>	Redraft and clarify support staff recall, time in lieu and overtime minimum hours (59.9)
<b>36</b>	Clarify payment of part-time teachers when they attend on days they don’t normally work
<b>37</b>	Proper coverage for the St Francis Flexible Learning Centre 37.1 Additional classifications 37.2 Conditions of employment
<b>38</b>	Rename “School Support” as “Education Support” and rectify any anomalies arising from the implementation of the new structure