
AEU ACT BRANCH

LOG OF CLAIMS 2022

In relation to the Canberra Institute of Technology

ACT PUBLIC SECTOR CANBERRA INSTITUTE OF TECHNOLOGY
(TEACHING STAFF) ENTERPRISE AGREEMENT

Common Core claims

1 - Salary	Salaries should increase for all classifications by at least 5% per annum, or CPI +1% per annum - whichever is greater - over the course of the agreement in line with the rest of the ACTPS.
2 – Superannuation	Employer contributions on superannuation should increase to 15.4%.
3 – Maximising secure employment	<p>CIT should adopt rigorous processes to ensure that permanent employment is maximised. This should include:</p> <ul style="list-style-type: none">• the development of criteria for converting casual and temporary employees to permanency;• an annual review, in consultation with the relevant union(s), of all casual and temporary employment;• a mechanism for casual or temporary employees who believe that their work has become permanent to apply for conversion to permanency at least once in any calendar year.
4 – Family violence leave	<p>The provision for family violence leave should be expanded to allow victims of family violence to access leave to recover from violent incidents and seek treatment, even where personal leave may also be available for that purpose.</p> <p>The provision should be clarified to ensure that it cannot be accessed by perpetrators or alleged perpetrators of family violence.</p>
5 – Mental health first aid allowance	In support of mental health initiatives, a cohort of mental health first-aid officers should be created in proportion to regular first aid officers. The

	MHFA officer should receive the applicable first aid allowance.
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CIT-specific claims

6 – Teaching hours and work/life balance	<p>CIT Teachers are faced with changes to the type and nature of tasks that make up their work. There has been an increase in compliance, student support and online teaching work.</p> <p>The annualised teaching load of 720 hours should be reviewed and alternative models considered.</p> <p>Any review of the way teaching hours are calculated must not reduce an entitlement to paid non-attendance.</p>
7 – Local consultation	<p>Measures should be sought to strengthen consultation at the local level on matters including workload, resourcing, maintenance, work safety, hours of work/rostering and change management.</p>
8 – New teacher support	<p>Teachers in their first year of work at CIT, as temporary or permanent employees, should be provided with support, including:</p> <ul style="list-style-type: none"> • documented mentoring support from an experienced teacher; • an annual teaching load reduction of 80 hours, split between the new teacher and their mentor in a manner that suits and is agreed to by both parties; • a structured induction program, including no less than one event per term, targeted to new teacher development. <p>The new teacher program will provide teachers who are new to CIT with opportunities to meet their colleagues, seek support, engage with the profession and familiarise themselves with regulatory requirements, work safety issues and CIT’s cultural traits.</p>
9 – New pay increments for trades skills areas where there is an identified area of need.	<p>Our members at CIT are unique in that they are required to be dual qualified: they need to be specialist in their industry field, as well as skilled educators.</p> <p>In certain trade skills areas, members report that there is a growing disparity between the remuneration that they can attract in industry vs what they are able to earn at the top of the current pay scales. The consequence is that there is not enough incentive for skilled tradespeople to teach at CIT. The disparate pay presents an obvious concern, but also creates workload pressures for existing teachers in these areas as</p>

	fewer and fewer staff are willing to take up teaching positions or backfill existing ones.
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