

CIT Bargaining November 2025

AEU Counter-proposal 1: enhanced worker representation

CIT has rejected several AEU proposals on the grounds that:

1. These matters should be incorporated in policy rather than the EA
2. These matters are already provided for in the existing agreement
3. Specified time for union delegates is not warranted

If matters are to be dealt with through policy rather than EA clauses, Educators need guaranteed mechanisms to:

- Participate in policy development before implementation
- Monitor policy compliance and raise concerns
- Resolve disputes about policy interpretation
- Ensure policies align with EA provisions

They also need to have assurance that they can be represented by their union in these discussions. To resolve these concerns, we propose a three-tier consultative structure and guaranteed time for union representatives to do their work. Specifically:

Tier 1: Department representative

Establish a consultative structure with one elected union delegate per department. Elections will be conducted by the AEU from its membership within each department annually. Reps will:

- Identify workplace and EA implementation issues at department level
- Consult with department colleagues on professional concerns
- Represent Educators in their department at the EA Implementation Committee
- Communicate committee decisions back to their department
- Provide input on department-level policy implementation

To support department reps to undertake this work, they will receive a minimum of 2 hours per week reduction in their average weekly teaching hours (eg. if the average hours for that employee are 20 per week, they will only be scheduled for a maximum of 18 hours per week). They will also receive the other resources and facilities that union representatives are entitled to under ACTPS agreements.

Tier 2: Enterprise Agreement Implementation Committees

EAICs will be composed of:

- All Department representatives from the College
- Two management representatives (Director or delegate, HR representative)
- One AEU Organiser (ex-officio, non-voting)
- Chaired by rotating Department representative (6-month terms)

The EAIC will meet twice per term, with at least one meeting before and one meeting following the CIT Consultative Committee. Additional meetings may be scheduled as required by mutual agreement. Meetings will take place during core working hours.

The EAIC will monitor implementation of EA provisions and related policies at the college level, identify systemic compliance issues, propose solutions to EA and policy interpretation disputes and track resolution of identified problems. It will aim to address workload concerns before they become disputes, resolve professional practice issues (class sizes, resource allocation, teaching conditions) and mediate department-level conflicts.

Where CIT is consulting on changes to policies affecting Educator work, the EAICs will be engaged to provide educator input on proposed policies affecting teaching and learning, review draft policies before their implementation, assess the impact of existing policies on educator working conditions and recommend policy modifications based on practical experience.

The EAIC will report up to the CIT Consultative Committee following its meetings to ensure that CIT-wide issues or patterns can be identified and addressed at the appropriate level. Likewise, CITCC can seek the views of EAICs as part of its consultative function. Closed loop communication will be required between the tiers of consultation.

Tier 3: CIT Consultative Committee

CITCC will operate as usual, with the addition of consulting with the EAIC from each college.

Feedback

Members are invited to provide feedback on this counter-proposal by email to ingrid.bean@aeuact.org.au and owen.sawers@aeuact.org.au.