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Mr John Dixon
General Secretary
Australian Education Union
New South Wales Teachers Federation

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Enterprise Bargaining for the
TAFE Commission of NSW
Teachers and Related Employees Enterprise Agreement 2020

Dear John,

I write further to my discussion in person today at your offices with Angelo Gavrielatos, President of the Australian Education Union NSW Teachers Federation (**AEU NSW TF**). The discussion pertained to the enterprise bargaining for a new *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2020 (New Teachers EA 2020)* and the impact of the Global Coronavirus Pandemic on these efforts.

We find ourselves in a difficult and an unprecedented time with the Global Coronavirus Pandemic. Given NSW Government's priorities for fiscal stimulus and the preservation of employment levels to the extent possible, TAFE NSW has been instructed it cannot proceed with the current timeline for enterprise bargaining. I acknowledge both parties were intensively working towards in good faith to commence the employee access period of seven days as required by law under the *Fair Work Act 2009* (Cth) and subsequently the employee ballot for the New Teachers EA 2020 with the aim of having the employee access period of seven days and employee ballot conclude on 1 April 2020.

When we recommence enterprise bargaining and there is a majority support vote, I can provide the following assurances to the AEU NSW TF:

1. Should the currently drafted New Teachers EA be supported by a majority of employees that are proposed to be covered by it, TAFE NSW will seek to provide the first salary increase of 2.5% from the first full pay period on or after 1 April 2020 subject to approval by NSW Government. This is to maintain the original timeframe which the parties discussed during enterprise bargaining so that employees are not financially disadvantaged as a result of this short postponement.
2. Given enterprise bargaining is at an advanced stage as stated above, at this point in time TAFE NSW is willing in good faith to proceed with the majority of the commitments that were expressed in correspondence and have been the subject of a number of iterations between the

parties over the past few months. The areas that I can confirm TAFE NSW is committed to are as follows:

- (a) Administrative Arrangements
- (b) Consultation
- (c) Demonstrating Vocational Competency and Currency
- (d) Bradfield College
- (e) Education Support Officer (ESO)
- (f) Higher Education Teachers
- (g) Initial Appointments

I have intentionally not traversed the particulars of those commitments in this letter as I understand from Julian Oliveux, A/Head of Workplace Relations at TAFE NSW that executive and senior officers of the AEU NSW TF, namely Maxine Sharkey, Sam Clay and Greg Butler, whom have been involved in enterprise bargaining for the New Teachers EA 2020, have the latest draft version sent via email from Julian Oliveux on 12 March 2020.

We are prepared to consider the conversion of temporary teachers to permanent employment in alignment with discussions during enterprise bargaining, subject to financial sustainability.

In the event bargaining efforts are to proceed in a different direction, TAFE NSW will work with AEU NW TF to consider any required modifications to these commitments in order to meet organisational objectives.

In relation to the commitment in the draft correspondence from TAFE NSW about extending current temporary Education Administrative Support (EAS) officers and hiring new EAS staff for the entire life of the New Teachers EA 2020, TAFE NSW will need to consider this further at a later date due to the Global Coronavirus Pandemic.

I sincerely thank the AEU NSW TF for the understanding that has been shown during this extraordinarily difficult time, and I will work towards supporting the continuation of enterprise bargaining for a New Teachers EA 2020 as soon as I receive approval from NSW Government. I look forward to continuing to develop our partnership and providing continuity to our students and workforce over the upcoming months.

If you or your executive and senior officers have any queries please don't hesitate to contact Julian by phoning 0434 781 630 and/or you can send him an email to Julian.Oliveux1@tafensw.edu.au.

Yours sincerely



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