

## TRANSCRIPT OF FEDERATION UPDATE PODCAST- SALARY NEGOTIATIONS, BUMP IT UP, DISABILITY ENQUIRY - NOV 2016

[OPENING THEME]

The latest edition of Education, the Federation's journal of record, has been published this week, both in print and online, providing updates on the latest union actions.

Recently we saw the success of a Protected Action Ballot over TAFE award negotiations, which led to a swift agreement to negotiate a new Enterprise Agreement. Federation has now entered into negotiations with the Department of Education for a new Salaries and Conditions award for School Teachers.

Since the early days of the O'Farrell government, the power of the industrial relations commission to hear public sector wage cases has been limited by the parameters of the Public Sector Wages policy. This policy caps public sector wage growth at 2.5%, unless public sector workers trade off working conditions to fund further salary increases.

On entering into negotiations, Federation has upheld the Annual Conference decision that we will not countenance trading off working conditions in salaries negotiations.

The Department has tabled its proposals, and Federation is hopeful that agreement can be reached without industrial conflict and disputation.

If a negotiated settlement can be reached, it will first need to be endorsed by Federation Executive before going to Federation Council on November 26. If endorsed by Council, the award will then need to be put to a broadcast mass meeting to be voted on by all Federation members. More information will be coming out closer to and after the November 26 Council meeting.

In other school matters, Federation is pursuing concerns over the Bump It Up Strategy which was announced in August. This policy announcement was made without any due consultation with the profession. The initial policy claims to be about identifying students who are currently achieving in the middle bands of NAPLAN, and implementing locally-developed targeted initiatives that can improve their performance in reading and numeracy and enhance their overall education outcomes.

Federation has disputed this use of NAPLAN data, claiming that informing school curriculum with this narrow data set would undermine the quality of teaching and learning, mislead the public or cause harm to students and their school communities. The Department and Education Ministry have now accepted this position. And Federation is continuing negotiations with the Department over this matter, particularly around delaying implementation of the strategy. More information will be made available as soon as possible.

Finally, the NSW government has established a parliamentary inquiry into the provision of education to students with disabilities.

Federation is asking every member and Federation workplace to lodge a submission to the inquiry as the government needs to be made aware of the inequity and discrimination faced by students with disabilities due in large part to inadequate resourcing.

The Gonski review of funding for schooling confirmed that it costs more to deliver equity and excellence to students with disabilities, yet the department has refused to discuss a quantum for these students, and sits in contradiction to the principles of equity and acknowledgement of disadvantage upon which a Gonski is based.

To help you and your school complete a submission to the parliamentary inquiry federation has developed a resource pack including templates and procedural guides which is available from our website at [NSWTF.org.au](http://NSWTF.org.au)

For more information on these and other stories, please visit our website and the online edition of the journal at [education.nswtf.org.au](http://education.nswtf.org.au). The next federation update podcast will be out following November council with information about school and TAFE salaries, and updates on proposed actions before the end of the year.