

## TEN GOOD REASONS TO VOTE NO TO THE AGREEMENT-IN-PRINCIPLE

### 1. THE SALARY INCREASES ARE INADEQUATE

- 15% with structural adjustments of 1-3% at the end is just not enough.
- The increases are not backdated to March 08, meaning a 1.5% loss over 4 months, and with another delay likely at the end, will span nearly 4 years.
- The impact of huge increases in the cost of living for teachers in WA has not been properly reflected.
- Percentage increases for teachers in real terms since 1997 have been 11.5%, compared to 16% for nurses and 17.8% for police. Since 1997 average weekly earnings have increased by 31%.
- The recommendations of the Business Council of Australia and other groups for a substantial increase in salary to make up lost ground on other professions have been ignored.
- Recommendations of the Twomey Task Force into substantial salary increases have been ignored.

### 2. THE SALARY INCREASES BARELY MATCH INFLATION

- The annual rate of inflation in WA is currently running at 4.8%.
- The 4.5% increases in salary in 2008 and 2009 are less than inflation.
- Fuel prices have gone through the roof and work related car expenses are a major cost burden for many teachers and administrators.
- Many teachers are finding it very difficult to make ends meet and the insubstantial salaries proposed will provide little or no relief for them.

### 3. THE SALARY INCREASES ARE UNEQUAL

- It is unfair that there is a 5% disparity in the cumulative increases different groups would receive.
- The highest increases would go to teachers at the top of the pay scale. Young teachers, who are struggling to purchase a home, pay off their HECS debt and deal with the high cost of living, will literally not be able to afford to stay in the profession.
- It will take teachers an extra year to reach the top of the incremental salary scale.
- Administrators are being asked to do more work and they would receive 4% less than the highest cumulative salary increases.

### 4. WORKLOAD CONCERNS IN OUR LOG OF CLAIMS HAVE BEEN IGNORED

- There are no significant initiatives to reduce workload for teachers and administrators.
- The 20 minute increase in primary DOTT time over 3 years is meagre.
- No extra time for HODS is provided, only clerical time which will be unworkable in many schools.
- Other administrators get nothing and will have extra workload caused by changes in the EBA and the relentless bureaucratic requests of DET.
- There is no reduction in class sizes.
- There is no attempt to redress the problems of special needs students in mainstream classrooms.
- There is only minor and grudging support for curriculum changes e.g. Help line for CoS

### 5. THE CRITICAL ISSUE OF BEHAVIOUR MANAGEMENT IS NOT ADDRESSED

- Evidence of increasing assaults on teachers and student violence show the need for major initiatives to improve student behaviour, but nothing substantial is offered.
- There is no additional resources or support for teachers working with behaviourally challenging students.

### 6. TWOMEY REPORT RECOMMENDATIONS HAVE NOT BEEN ACTIONED

- The Minister for Education has ignored the recommendations contained in his own report and as a result the teacher shortage crisis will continue unabated.
- Chapter 1 – Remuneration. No immediate and significant salary increase is offered in the Agreement-In-Principle as Twomey recommends.
- Chapter 2 – Career Progression. No proposals are put forward for career pathways that will deliver substantially higher salaries as Twomey proposes.
- Chapter 3 – Housing conditions. Nothing is offered to alleviate a situation which Twomey says is critical in many country areas.
- Chapter 7 – Workload Issues. No significant initiatives are offered as recommended by Twomey to address the many workload issues facing teachers and administrators.
- Overall, the advice by Prof Twomey that the implementation of a number of recommendations, rather than any one by itself, is needed to raise the status of teaching profession is not reflected in the Agreement-in-Principle.

## **7. WE MUST NOT TRADE OFF CONDITIONS FOR POOR EBA OUTCOMES.**

- State Council and other union forums have repeatedly demanded there must not be any trade offs. The Agreement-in-Principle contains trade offs.
- 15 hours Professional Development in your own time is a trade off.
- EBA Update 17 (8-11-07) stated the following in relation to 15 hours PD:  
“This is an increase in mandated workload at a time of excessive workload. It is unpaid. It is a return to the bad old days of Norman Moore and a de-professionalisation of teachers and school leaders”. What has changed? Nothing!
- Extending the hours that teachers and administrators in high schools can work across is a trade off. Starting work at 7am or finishing at 6pm in high schools is a real possibility in the Agreement.

## **8. FLEXIBLE DELIVERY IN HIGH SCHOOLS WILL ERODE OUR CONDITIONS**

- The Agreement-in-Principle gives the green light to all high schools being open for instruction between 7.00 am and 6.00 pm and where this happens Administrators will be required to be in attendance and teachers will be required to take classes during this time.
- Teachers in difficult to staff subjects or where there are unviable classes may be required to work in two or more schools.
- Teachers and Administrators will be required to provide a duty of care for their students throughout the extended school day.
- While teachers may have to agree to work outside the “normal school day,” it is likely that in some cases they will be pressured to do so.

## **9. ARBITRATION IS A RISK WORTH TAKING**

- EBA negotiations have followed a predictable path over the past 15 years or so with teachers and administrators sacrificing much & rigorously supporting union directives only to be disappointed when we accept an unsatisfactory offer, often because the government of the day exploits the fear of going to arbitration.
- The Government is not confident of the outcome of arbitration and factors like the strength of the WA economy, the Twomey Report and the teacher shortage crisis mean that we have never been better placed to fully prosecute an arbitration case on behalf of teachers and administrators.
- Arbitration can offset the advantages that DET has in negotiations and both parties are reliant on the strength of their evidence and quality of their arguments.
- And of course the Government can return to negotiations at any time during the arbitration process and/or make a new EBA offer.

## **10. THE BULLYING BEHAVIOUR OF THE MINISTER FOR EDUCATION AND DET**

- DET and the Minister have threatened and bullied the Union every step of the way.
- They have done this with WAIRC applications resulting in fines, an extreme Enterprise Order in arbitration designed to strip us of all our conditions, a threat to withdraw the Agreement In Principle unless the Executive endorse it and now the threat of withdrawal of back pay if we vote No.
- The Minister for Education has not addressed any of the Labor Party’s platform for state education released in its Education policy at the last state election.
- If we accept this offer we will be rewarding this appalling behaviour and they will never change.

The government tactic of divide and conquer is repeated in every negotiating round and has resulted in the deepening teacher shortage crisis and the current crisis in teacher morale.

Another failed EBA is not in the interests of the teaching profession and we should reject it outright.

**VOTE NO TO THE AGREEMENT-IN PRINCIPLE AND VOTE NO TO THE UPDATED  
AWARD AND COMMIT TO CONTINUE THE CAMPAIGN FOR SUBSTANTIALLY  
IMPROVED PAY AND CONDITIONS.**

Authorised by Clive Kelly on behalf of Members First