

NEWSLETTER MAY 2009

CEO Salaries and Conditions Award Signed, Sealed and Back Pay to be Delivered

A Consent Agreement, negotiated between the ISEA and the DET for a new Salaries and Conditions Award for CEOs, was filed with, and ratified by Justice Walton in the NSW Industrial Relations Commission on Friday 1 May.

The Award provides for successive salary increases to CEOs of 4.4% (2009) 3.8% (2010) and 3.8% (2011) with the first increase calculated from the first pay-period of January 2009. The DET has undertaken to process the back-payments expeditiously.

The Major Features of the Award:

- 1) A three-year Award as opposed to the original claim for a two-year Award.
- 2) Salary increases of 4.4% for 2009, 3.8% for 2010 and 3.8% for 2011.
- 3) Salary increases backdated to the first pay period of 2009.
- 4) Automatic annual increments for CEOs from Level 1 to Level 2 to Level 3 after initial appointment, unless performance is unsatisfactory.
- 5) No change to sick-leave, long-service leave or flex-time conditions.
- 6) Annual Leave loading capped at maximum Clerk 12 level as per other awards.
- 7) Replacement of the existing Performance Management Scheme with the Public Service Performance Management Scheme, already applying to several other awards.
- 8) Introduction of OHS and Workers' Compensation provisions as now applicable to teachers in schools.
- 9) Consistency in travel and subsistence allowances with other categories of DET staff..
- 10) Confirmation of the DET's commitment to the professional learning and career development of CEOs.

Additional Agreements

In addition to the Award agreement was reached for:

- 1) Bi-annual meetings of the ISEA and Professional Learning Directorate in relation to 10 above.
- 2) Revisions to the title and wording of the new Performance Management Scheme (see 7 above) so as to reflect the teaching-service roles, responsibilities and status of CEOs.
- 3) The DET to meet with the ISEA to consider an agenda of concerns the ISEA has about the current policies and procedures relating to:
 - a) Permanent or temporary CEOs choosing or required to return to schools.
 - b) The determination of temporary or permanent status of advertised CEO positions.
 - c) The categorisation of teaching service vs public service positions.

The ISEA considers that the features of the Award and the associated agreement, are very favourable to CEOs and, given the current economic climate, far in advance of what many staff in other industries are facing. It has been a long, and difficult negotiation between the ISEA team and DET officers and CEO members should be well pleased with what has been achieved.

The entire Award and associated schedules will be available to members through the ISEA website: www.iseansw.org.au

Leave Loading Back-Pay Dispute Settled

Members will recall that they were asked to provide the ISEA's State Council with directions in respect to a dispute with the DET over discrepancies to leave-loading payments to CEOs over the course of the 2006-2008 Award and perhaps the 2004-2005 Award. As result of the poll the ISEA pressed the claim for back-payment of the shortfall in leave-loadings and the DET has now agreed to make the payments.

It will take some time for the scope of the under-payments to be clarified, for eligible CEOs to be identified and for the amounts of back-pay to be calculated and paid. Nonetheless all CEOs employed over the period 2004-2008 are likely to receive a back-payment of underpaid leave loadings for those years. As a guide to the level of repayments it has been estimated that Level 3 CEOs in 2008 were underpaid by approximately \$300.

Anyone for IT Training?

Some ISEA members have expressed concern that they are having difficulties with some IT applications they are required to use in the course of their work and that appropriate training is not always available or accessible.

In order to address these concerns the ISEA will consider requests from members wishing to access IT training for specific applications and programs. The ISEA will discuss these requests with the DET and assist in the identification and payment for appropriate training.

Members wishing to access ISEA assistance for IT training should write to the Executive Officer at 3/74 Wrights Road, Drummoyne 2047, outlining the nature of the IT training required and its relationship to the member's work duties and responsibilities. An indication of possible sources of and providers for the training required would be helpful but not necessary.

Annual General Meeting, 27 May 2009

Members are encouraged to attend the ISEA's AGM for 2009.

2009-2010 is sure to be yet another challenging year for the DET and therefore the ISEA. It is the AGM that helps provide advice and information to inform future directions and initiatives taken by the State Council. As elections have been held for State Council positions members can feel free to attend the AGM without fear of being asked to assume additional responsibilities.

Details are as follows:

Date: Wednesday 27 May 2009

Time: 4.30-6.00pm

Place: 35 Bridge Street Sydney

Room: 6.23-6.24

Members are advised that notices of motion, to be discussed at the AGM, should be forwarded to the ISEA Executive Officer 3/74 Wrights Road, Drummoyne NSW 2047 or faxed to 9181 5879 by COB on Wednesday the 20 May 2009.

New Members are Always Welcome

Eligible DET staff members are always welcome to join the ISEA. Full details of the organisation and application forms can be found on the ISEA's website: www.iseansw.org.au