

SUBSTANTIAL DECISION 2005 NATIONAL TAFE COUNCIL AGM

TAFE JOB SECURITY CAMPAIGN

A critical aim of the AEU in 2005 is to increase involvement of all teachers and educators in the union. Strategies need to be implemented by all Branches and Associated Bodies to recruit new members, with particular focus on precariously employed teachers, and to increase activism of all members.

1. That the AEU reaffirm its commitment to permanent employment as the preferred mode of employment.
2. Acknowledging however that casual employment is a mode of employment in TAFE, the AEU reaffirm its commitment to the TAFE Job Security Campaign by formally recognising as top priority, that casual teachers are professionals, their professional status should include:
 - access to facilities/equipment and resources;
 - access to conditions, eg travel, leave accrual, etc and/or pay equity which provides appropriate compensation for casual work;
 - access to delivery support/mentoring;
 - full recognition of work.
3. That the AEU Federal Office act as a clearing house for the compilation and distribution of recruitment material and ideas from Branches and Associated Bodies.
4. That Branches and Associated Bodies be encouraged to adapt as part of their structures casual representation at all levels.
5. That Federal AEU establish a Casual Special Interest Group.
6. That Branches and Associated Bodies be encouraged to develop innovative recruitment and induction processes for casual teachers, this could include the use of recruitment blitzes, fairs, breakfasts, institute induction sessions, etc.
7. That Branches and Associated Bodies be encouraged to develop and implement a campaign with permanent teachers, particularly those in supervisory roles. This is to ensure that casual teachers as professionals with full access to rights and conditions that fellow unionists enjoy. This is to include supporting contract and casual members who are active and becoming active as unionists.

8. That Federal AEU develop strategies and structures specifically designed to protect and defend activists in this precarious form of employment.
9. That the AEU federal Office compile and distribute to Branches and Associated Bodies the following information from TAFE agreements and awards in each state and territory:
 - a) The definitions of 'casual', 'contract' and 'permanent' modes of employment.
 - b) Details of how casuals are remunerated including any formulae used.
 - c) Details for what work is required of casuals of the remunerated amount (i.e. only hours of teaching, marking, etc.).
 - d) Conversion processes for contract lecturers/teachers.
 - e) Conversion processes for casual lecturers/teachers.
 - f) Restrictions on how/how long casual/contract lecturers/teachers are employed.

That additional information be compiled on the above processes that apply in other areas, both educational and more broadly, in Australia and overseas.

10. That Branches and Associated Bodies be encouraged to recognise mentoring as legitimate work in industrial instruments in terms of both work value and workload.
11. That political lobbying for legislative change to limit casual employment to 'short term and irregular employment' be undertaken.
12. That Branches and Associated Bodies be encouraged to provide a dedicated webpage for access by casual teachers to inform them of their rights, entitlements and other resources that their union provides.
13. That NTCE consider the best way that outcomes of relevant research can be utilised by Branches and Associated Bodies in the recruitment and activism strategies in campaigns around casualisation and precarious employment.
14. Branches and Associated Bodies consider appropriate forms of Professional Development to be offered to their casual teacher members.
15. Branches and Associated Bodies be encouraged to consider the inclusion of targets or limits for levels of casual teaching in their industrial agreements.
16. That the AEU produce a series of posters in 2005 (both in hard copy and electronic format) as part of the Job Security campaign and that consideration be given to the following poster topics/ideas:

- a) Promotion of P/T and F/T permanent work as the best option for employees and employers.
 - b) Promotion of best management practices. (What kind of manager are you?).
 - c) Promotion of why casual should be in the union (What has the union done for you?).
 - d) Highlighting of 'plight' of casual teachers and pay equity issues possibly including disadvantage in areas of superannuation, long service leave and other paid leave, wages, etc.
 - e) "Invite a new member" campaign – promotion of a campaign to encourage all existing members to invite one new member to AEU or Branches and Associated Bodies in 2005.
17. That the AEU and Branches and Associated Bodies recognise particular issues for women when devising outcomes and strategies in the Job Security campaign (for example, feminised industries, access and equity areas, leave options and conditions, superannuation gaps). The recommendations from the TAFE Women's Committee should be considered.
18. NTCE will include as a regular agenda item reports from Branches and Associated Bodies on the job security campaign with specific reference to successes and progress, which can be distributed to other Branches and Associated Bodies for utilisation in publications to members.