



9 April 2014

Ms Coralie McAlister
Director, Human Resources
ACT Education and Training Directorate
GPO Box 158
Canberra
ACT 2601

Dear Coralie

Accelerated Incremental Progression

The AEU ACT Branch Executive met on Tuesday 8 April 2014 to consider the “redesigned application, assessment and moderation procedures” for Accelerated Incremental Progression (AIP) in 2014.

As you know, a clause allowing for AIP was negotiated as part of the 2011/12 ETD Teaching Staff Enterprise Agreement bargaining process and an accompanying set of guidelines was subject to detailed consultation with the AEU prior to distribution.

At its meeting on 8 April, Branch Executive expressed deep concerns with the process by which a “redesign” of procedures has occurred. To recap, I first heard about a proposed change to procedures from a member via an email sent 20 March. After raising the matter with you on 26 March you undertook to have the draft document sent to me and it arrived by email on 28 March. I spent the next four working days across Sydney and Melbourne and it became clear to me that I would not be able to provide meaningful feedback by the afternoon of Thursday 3 April as requested by your Senior Project Officer. I spoke to that officer on 2 April from Melbourne, indicating my initial reading had given me reservations about the document, and that I was uncomfortable making a decision on a matter that was clearly going to have implications for staff in schools whilst I was travelling interstate in a position of detachment from other union decision-makers. I requested that the document not be distributed as “final” until Branch Executive had the opportunity to consider the draft at its meeting on 8 April. I was informed by the Senior Project Officer on Friday 5 April that ETD would not wait for that meeting to take place and that the document would be sent as a set of final procedures to ETD staff. This was done on Monday 7 April.

The AEU contends that four business days is an insufficient amount of time for the Union to consider proposed changes of this magnitude and union officers are confident in testing this if required.



At this stage the AEU has a number of concerns about the “redesign” including;

1. Workload will shift to in-school panels from a central panel (the latter now being described as potentially unsustainable despite being previously agreed to);
2. The central panel was conceived to ensure consistency but is now being given only a moderating function;
3. Some staff may be discouraged from applying for AIP because it will create additional workload for their direct colleagues and perhaps place budgetary pressure on their principal, and,
4. Teachers are, in effect, being asked to grant their direct co-workers pecuniary advantage.

The AEU respectfully requests that the document distributed to ETD staff this week be immediately recalled, with an agreed explanation provided to ETD staff, so that proper consultation with the Union can occur.

Regards

Glenn Fowler
Branch Secretary