

## General Agreement 2023 (TAFE)

Dear TAFE member,

An Agreement in Principle (AIP) to replace the current 2021 TAFE General Agreement (GA) has been endorsed by TAFE Committee and the SSTUWA Executive. TAFE Committee and Executive are of the view that this proposed agreement is the best outcome which can be negotiated at this time.

It is now time for all TAFE members who will be covered by this proposed agreement to consider the detail of the offer and vote as to whether to approve the terms and conditions offered for the proposed Western Australian TAFE Lecturers' General Agreement 2023.

*The voting period has now closed. TAFE members were informed of the results via [eNews](#).*

### EBA negotiation updates

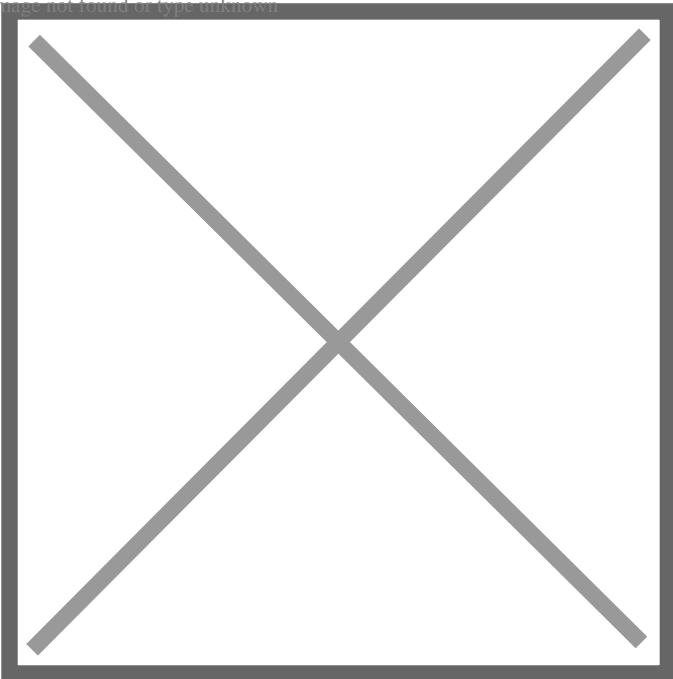
Negotiations have commenced on the General Agreement 2023 (TAFE). Updates are sent to members via eNews and are also [available here](#).

[View eNews>>](#)

### Voting

Voting closed at 4pm Wednesday 4 September. Results were released via [eNews](#). Thank you to all members who had their say.

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**It's your future. Only members get a vote.**

Your rights, entitlements and working conditions as a TAFE lecturer in WA are under negotiation.

[Members decide. Join now.>>](#)

## Member updates

*Click through the titles below for more information.*

20 August 2024

Dear Member,

### Membership number:

Voting will open at 9am tomorrow (21 August 2024) for the Agreement in Principle 2023 (TAFE). It is important that all members register a vote.

### How to vote:

**Step 1:** Review the voter information pack and other materials outlining the Agreement in Principle. Find them at [sstuwa.org.au/GA2023TAFE](http://sstuwa.org.au/GA2023TAFE)

**Step 2:** Register your vote. The process will only take about two minutes.

- Log into the SSTUWA website, then go to [sstuwa.org.au/GA2023TAFE](http://sstuwa.org.au/GA2023TAFE)
- Click the **vote now** button. The button will take you to our online voting form on Survey Monkey.
- Complete the fields and click the **submit now** button.

You will need your membership number to log into the website and to submit your vote. It is listed above. You will also need to enter your date of birth.

Voting opens: 9am Wednesday 21 August 2024

Voting closes: 4pm Wednesday 4 September 2024

Members will be informed via eNews of the outcome after the count is complete.

## Information sessions

If you would like to know more about the proposed new TAFE Agreement, or have questions to ask about the voting process, please enrol to participate in one of the sessions below.

Each session will outline key proposed improvements to your wages and conditions and there will be time for questions.

The strong support shown by members across Western Australia, especially in implementing work bans, was influential in securing these improvements.

Members voices are crucial and it will be your vote that counts as the process moves forward.

All sessions will be 45-60 mins.

Thursday 22 August: 7:45–8:45am Janette Bedwell [Click here](#)

Thursday 22 August: 4–5pm Ramona Mitussis [Click here](#)

Friday 23 August: 4–5pm Ramona Mitussis [Click here](#)

Monday 26 August: 7:45–8:45am Janette Bedwell [Click here](#)

Monday 26 August: 4-5pm Ramona Mitussis [Click here](#)

Tuesday 27 August: 5-6pm Ramona Mitussis [Click here](#)

Thursday 29 August: 5-6pm Ramona Mitussis [Click here](#)

25 July 2024

The SSTUWA has received a second offer from the Department of Training and Workforce Development (DTWD) in regard to the 2023 General Agreement (TAFE Lecturers).

Highlights of this improved offer include:

1. Salary increases of:

- Five per cent per annum, effective on and from 15 December 2023.
- Four per cent per annum, effective on and from 15 December 2024.
- Three per cent per annum, effective on and from 15 December 2025.

2. Introduction of a new Grade 9 classification.

3. An increase in the number of Advanced Industry Lecturers by 50 FTE across the five TAFE colleges.

4. Increase to the Country Incentives Allowance.

The TAFE Committee has given in principle agreement to the offer. Pending finalisation of clauses and associated documentation, the matter will proceed to a ballot of all TAFE members.

The SSTUWA Executive Committee endorsed this process yesterday and the union has formally notified DTWD of this decision.

All work bans are now lifted pending the outcome of the member vote on this issue. The SSTUWA will now move as quickly as possible to finalise the wording on the remaining clauses and associated documentation.

After the drafting has been completed full information on the proposed new agreement will be shared with TAFE members prior to a ballot. Please check your Enews regularly for further updates.

**Additional information**

- Members are to be informed that results submitted prior to 25/7/2024, will not be required to be entered by members. Any attempts by colleges to pressure members to enter results, are to be reported to the union.
- Members who leave employment before the registration of the Agreement will not receive the backpay. Any member considering leaving TAFE should contact Member Assist before doing so.

16 July 2024

A second offer has been received from the employers to replace the Western Australian TAFE Lecturers' General Agreement.

This second offer will this week be considered by both the TAFE Committee and the SSTUWA Executive.

Thank you for your support for the work ban across the five colleges. At this stage the bans remain in place.

We welcome the large number of people who have joined the union. Thank you to all members who have been involved in recruiting new members. Please continue to encourage non-members to join.

Please refer to your SSTUWA representative for further information and monitor eNews for updates.

17 June 2024

The SSTUWA is still waiting on a second offer. Support for the work ban across the five colleges has been fantastic. The bans remain in place.

TAFE Committee has issued the following clarification on the directives (listed in full below).

- For non-teaching weeks, the ban applies to all meetings, unless the lecturer determines the activity is true professional development that will assist their teaching practice or industry knowledge.
- The filling out of unit assessment evidence summary sheets, for each student, for each unit undertaken by the

student, is included in the bans.

A large number of people have joined the union. Thank you to all members who have been involved in recruiting non members.

**The directives are:**

1. Ban on entering results

- Marking of assessments is to continue but results should not be entered into any platform.
- Hard copies of results to be handed to managers.

2. Ban on attending meetings

- Members can only attend meetings concerning critical incidents or student welfare issues.

3. Ban on answering internal college emails

- Members can only answer emails concerning critical incidents or student welfare issues.

Please refer to your SSTUWA representative for further information.

7 June 2024

**Directives to SSTUWA TAFE members in relation to the 2023 General Agreement negotiations**

Executive has endorsed recommendations from the TAFE Committee to issue directives for industrial action, to commence from 8am 10 June 2024 to support your Log of Claims. The SSTUWA will continue to negotiate with the employers on salaries and conditions. It is now six months since the expiry of the current Agreement. An agreement in principle has not been reached, with only one offer being made to date. The bans agreed to are listed below:

1. **Ban on entering results**

- Marking of assessments is to continue but results should not be entered into any platform.
- Hard copies of results to be handed to managers.

2. **Ban on attending meetings**

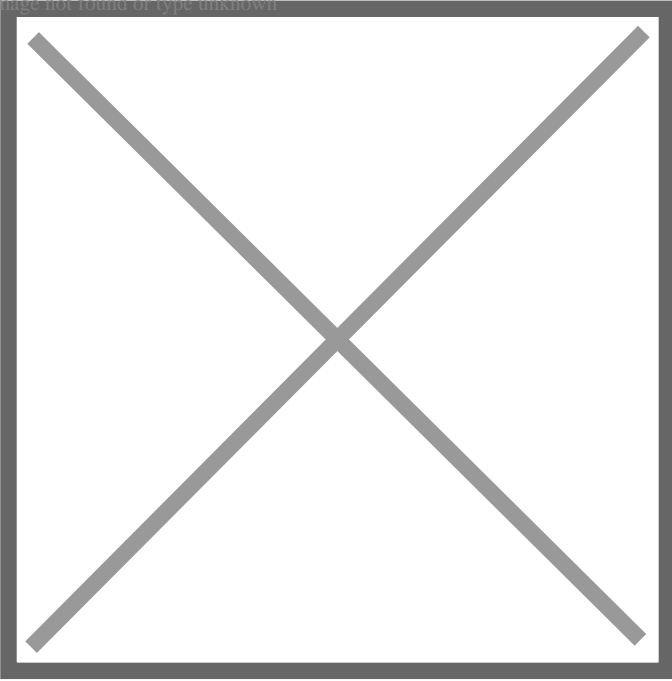
- Members can only attend meetings concerning critical incidents or student welfare issues.

3. **Ban on answering internal college emails**

- Members can only answer emails concerning critical incidents or student welfare issues.

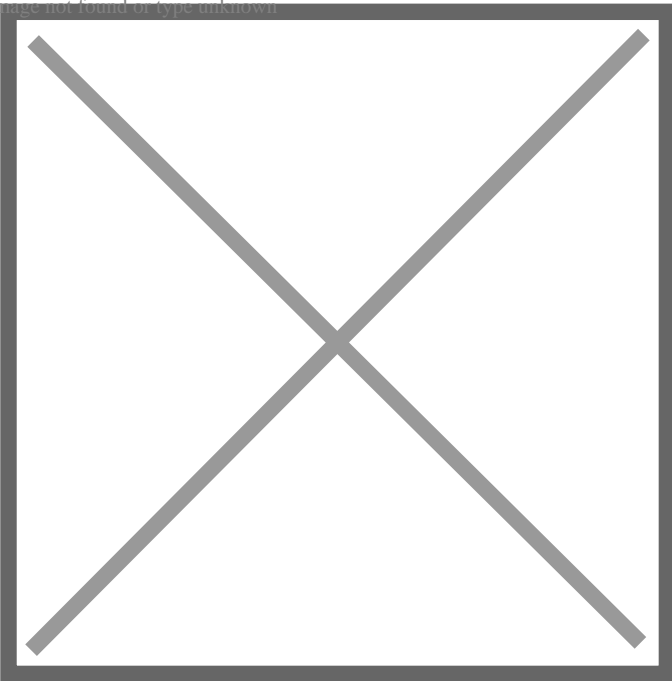
Please refer to your SSTUWA representative for further information.

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In addition to face-to-face consultation, the SSTUWA has made a written submission to the 2023 Public Sector Wages Policy review. [View it here.](#)

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## Log of Claims

The SSTUWA Log of Claims 2023 (TAFE) has been developed following an extensive and cyclical consultation process and is used to negotiate the 2023 General Agreement.

[View the Log of Claims 2023 \(TAFE\)>>](#)



Authorised by Mary Franklyn, General Secretary, The State School Teachers' Union of W.A.

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