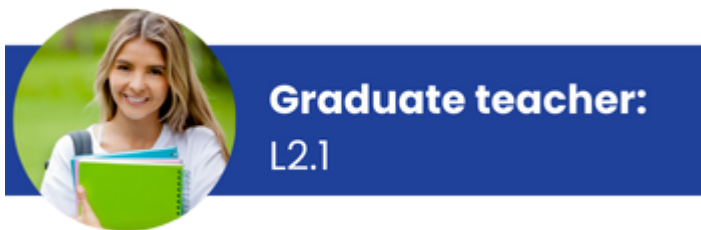


General Agreement 2023 (Schools)



Voting process and consequences of a yes or no vote.



Salaries, allowances, levels and selected scenarios.

Improvements to conditions, workload reduction initiatives and funding related commitments.





**Mid-career
teacher: L2.9**

Listen to the podcast

Hear from SSTUWA President Matt Jarman about the Agreement in Principle (Schools). You can listen to this three-part series in full or as individual episodes.



Listen to the three-part series in full here.



Level 3.3 classroom teacher: L3.3

Member updates

Click through the titles below for more information.

The ballot for the Agreement in Principle 2023 (Schools) closed at 4pm on Thursday 4 July.

The result was 70.50 per cent of those members who voted were in favour, 29.13 per cent against and 0.37 per cent abstained.

In all 7,797 votes were received, the highest to date in Agreement in Principle votes conducted by the SSTUWA.

The SSTUWA now hopes the agreement is registered with the Western Australian Industrial Relations Commission as soon as possible allowing for back pay and the claims and conditions to begin to flow to members.

Moving forward the SSTUWA will be engaging members and the broader public in a community campaign on the issue of class sizes.

Whilst gains were made on the management of oversize classes through this agreement, the new measures must be monitored to assess their effectiveness as well as the extent of class size issues across the system. This will require broad membership support.

The union will also be ensuring the new Workload Ministerial Taskforce begins operations immediately so that the extensive issues affecting members and taking teachers away from actual teaching can be addressed urgently.

With both state and federal elections due in the first half of 2025 the SSTUWA will be seeking to ensure public education, including the ongoing campaign for genuine full funding, becomes a central issue in both elections.

On 3 and 4 May the SSTUWA Executive met to discuss the third offer from the Department of Education in response to the 2023 Log of Claims (Schools).

The Executive resolved to put this offer – as presented to the SSTUWA – to members as an agreement in principle, with a recommendation that members accept this offer.

As a result of reaching an agreement in principle, the Executive also resolved to lift all current work bans from Monday 13 May until the ballot is finalised.

There is no doubt that the actions of the SSTUWA membership on 23 April prompted the state government to take seriously the issues raised by the SSTUWA on behalf of its members.

In terms of salary the SSTUWA's initial claim was for 12 per cent across a two year agreement. This offer delivers salary increases of 12 per cent over three years. Each year deliver increases above the predicted rate of inflation, by one per cent, one per cent and 0.5 per cent respectively.

Overall, the Treasury's predicted CPI rate for Western Australia across 2023-2025 is 9.5 per cent. The state government is offering salary increases of 12 per cent across the same period.

On salaries alone members will be around \$10,000 to \$20,000 better off by the end of the agreement. For many this

increase will be improved by a switch to new allowances which in some locations offer a further \$6,000 per annum.

Graduate teachers would be some of the best paid in Australia. Senior teachers would also see significant salary improvements, as would school leaders.

Significant system reforms offer teachers the chance to experience new opportunities with a guaranteed right of return to their substantive positions.

Perhaps most significantly of all, workload reduction measures have been properly addressed in this third offer.

Key areas of improvement will address professional learning, documented plans, compliance expectations, complex behaviour and classroom support.

The strong support shown by members across Western Australia, especially in the stop work action, was influential in securing these improvements.

Members are the crucial voice in all of these deliberations and it will be your vote that counts as the process moves forward.

As soon as is practical, a full summary will be available to all members. There will then be a series of information sessions across the state – both in person and online. A full vote will then be conducted. This will be your decision.

Thank you again for your support thus far. While there will be some issues, such as class sizes and country housing standards, which require more extensive campaigning, there is no doubt that this potential agreement delivers significant benefits to members and to the public education system to which we are all committed.

Update 6 May 2024: As a result of reaching an agreement in principle, the Executive resolved to lift all current work bans from Monday 13 May until the ballot is finalised.

In the event that no agreement in principle is reached by 19 April 2024, the SSTUWA Executive authorises SSTUWA members to implement the following stage two industrial actions:

Stage two directives:

1. Continue the current workplace bans (ie the stage one directives, below).
2. On the morning of Tuesday 23 April 2024, members undertake a half-day stop work action.

The **stage one** actions to be continued are:

1. No member is to participate in any performance management or performance review processes/meetings. This includes the Principal Professional Review process (PPR).

(This refers to performance management only, it does not include sub-standard performance processes.)

2. Members are not to attend any (whole or part of) staff meetings held:

- In accordance with clause 9.3 of the General Agreement 2021 (i.e. the five hours per term).
- Outside instructional hours (before/after school; during lunch or recess; for school leaders this includes regional, cluster and network meetings).
- During DOTT time.

Directive includes
15 April 2024

Not included in the directive

The Executive of the SSTUWA has considered a second offer from government that was received on Wednesday 10 April responding to the Schools Log of Claims. This second offer included a slight increase in the wage offer for three years:

- Learning area meetings
 - Planning, assessment and reporting meetings
 - Network or cluster meetings
 - Communication meetings
- including those held before school or during recess or lunch

4.75% per annum effective on and from 6 December 2023

3.0% per annum effective on and from 6 December 2024

3.0% per annum effective on and from 6 December 2025

An increase in the salary offer by 0.25% is not acceptable.

It is essential in the view of the SSTUWA that members get increases that start the process of restoring the imbalance of the wage caps and address cost of living pressures.

There are positive improvements in the second offer around SSTUWA claims relating to system issues that need to be addressed. Workload concerns remain a bargaining priority.

The first offer responded to some of the SSTUWA's other claims, resulting in potential improvements to some existing conditions, such as:

- Access to District Allowances in lieu of Locality Allowances
- An increase to the graduate allowance
- Personal leave
- District high school support
- Principal reclassification

There is no doubt that your support for a stop work action on 23 April has been crucial in seeing improvements made in the second offer.

However, Executive felt the offer was still not satisfactory and has declined the offer. Therefore, the current Executive directives remain in place, including the stop work action scheduled for 23 April. Full details of that action can be found [here](#).

It is important to remember that what is required here is an agreement in principle, not a mere offer. Negotiations will continue.

5 March 2024

The Executive of the SSTUWA met over the weekend to consider an offer from government received Friday 1 March responding to the Schools Log of Claims. The offer included the wage offer for three years:

- 4.75% per annum effective on and from 6 December 2023;
- 3.0% per annum effective on and from 6 December 2024; and
- 3.0% per annum effective on and from 6 December 2025.

- Critical incident meetings
- Individual parental meetings
- Trade off - professional learning
- Student individual case conference
- Union meetings
- Parent/teacher interviews
- Professional learning
- Public School Review
- School board meetings

The SSTUWA acknowledges the offer made by the Department of Education for a replacement Schools General Agreement. This offer responds to some of the SSTUWA's claims, resulting in improvements to some existing conditions, such as:

- Access to District Allowances in lieu of Locality Allowances
- Graduate allowances
- Personal leave
- District high school support
- Principal reclassification

However, there also remain areas of the SSTUWA's claims which have not been addressed, including class sizes, workload and a number of no cost items which were included in the claim. More specifically, the salary quantum falls below the rate being sought by the SSTUWA and public sector unions across WA.

The SSTUWA Executive therefore resolved unanimously to authorise its bargaining representatives to continue to seek improvements to this offer, with a progress report to be brought to the next Executive meeting on 15 March 2024. Specifically, the negotiations are to focus on:

- Salary rates
- Workload related claims
- Staff placement
- Maintaining all conditions in the 2021 Exchange of Letters

While negotiations continue, the current industrial bans (the Executive directives detailed above) are to remain in place.

Update 6 May 2024: As a result of reaching an agreement in principle, the Executive resolved to lift all current work bans from Monday 13 May until the ballot is finalised.

As no agreement in principle was reached by 25 January 2024, the SSTUWA Executive authorises SSTUWA members to implement the following stage one industrial actions from the commencement of Term 1 (29 January 2024):

1. No member is to participate in any performance management or performance review processes/meetings. This includes the Principal Professional Review process (PPR).
(This refers to performance management only, it does not include sub-standard performance processes).
2. Members are not to attend any (whole or part of) staff meetings held:
 - In accordance with clause 9.3 of the General Agreement 2021 (i.e. the five hours per term).
 - Outside instructional hours (before/after school; during lunch or recess; for school leaders this includes regional, cluster and network meetings).
 - During DOTT time.

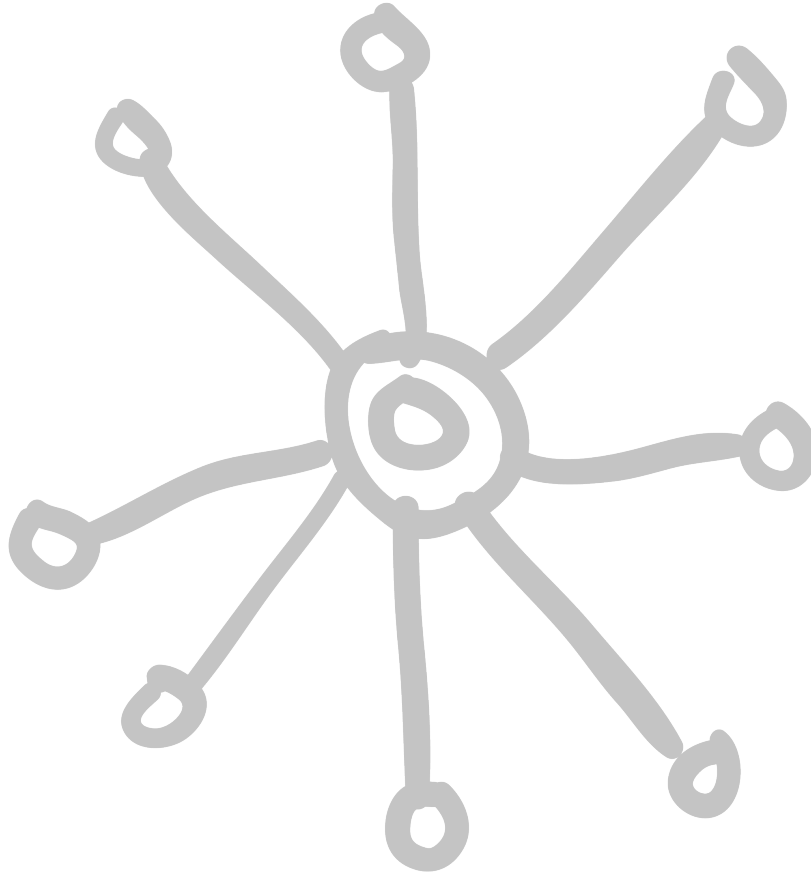
Directive includes

- Committee meetings
- Learning area meetings
- Planning, assessment and reporting meetings
- Network or cluster meetings
- Communication meetings including those held before school or during recess or lunch

Not included in the directive

- Critical incident meetings
- Individual parental meetings
- Trade off - professional learning
- Student individual case conference

- Union meetings
- Parent/teacher interviews
- Professional learning
- Public School Review
- School board meetings



Union reps:

Please click through the steps below to prepare your branch/worksite members with the General Agreement 2023 (Schools).

Step 1

[Communicate the directive to all members](#)

[Step 2](#)

[Implement the directives](#)

[Step 3](#)

[Advise the SSTUWA](#)

Summary table

About the Log of Claims

What is the Log of Claims?

The Log of Claims is a list of asks aiming to improve conditions for the public school system. It is used to negotiate the next General Agreement between the SSTUWA and Department of Education.

How was the Log of Claims developed?

This Log of Claims has been developed following an extensive and cyclical consultation process that includes:

- Feedback from across our various committees.
- A workshop at the November 2022 State Council.
- Branch and District Council motions submitted to June State Council. These submissions were advertised for in each edition of Western Teacher from January 2023.
- Discussions at each Term 1 District Council.
- Draft log presented to June 2023 State Council for discussion, amendment, revision and vote.
- Amended log presented to Executive for final sign-off.

Your representatives at June State Council have authorised the draft Log of Claims to be sent to branches for endorsement.

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.](#)

Dear Member,

The ballot for the Agreement in Principle 2023 (Schools) closed at 4pm on Thursday 4 July. The result was 70.5 per cent of those members who voted were in favour, 29.13 per cent against and 0.37 per cent abstained.

In all 7,797 votes were received, the highest to date in Agreement in Principle votes conducted by the SSTUWA.

The SSTUWA now hopes the agreement is registered with the Western Australian Industrial Relations Commission as soon as possible allowing for back pay and the claims and conditions to begin to flow to members.

[Read more>>](#)

More information

Have a question? Get in touch. Our organisers are available to answer member queries regarding the General Agreement.

[Find your organiser's contact details in the member hub>>](#)

Agreement in Principle materials

Following registration of the new General Agreement, a series of Know Your Rights sheets and a new Red Book will be released. Until then, refer to the Agreement in Principle materials below as a guide, and contact your [organiser](#) or [Member Assist](#) with any queries.

Additional support materials

Scenarios



Deputy principal:
L3.4



**Principal in
Kalgoorlie:** L3.4

Attachments



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

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