

DECISIONS ARE BEING MADE AT THE SCHOOL

& DEPARTMENT LEVELS TO:

1. Limit maximising Teacher Aide hours to only 25 hours per week – this is done by using the excuse of *Operational Factors*. Teacher Aides deserve decent permanent hours and 25 hours is not enough to live on;
2. Employ additional casual or temporary Teacher Aides when hours become available rather than maximise those hours to existing permanent Teacher Aides who have asked to have their hours maximised;
3. Convert temporary Teacher Aides to a minimum of 5 hours per week and keep the balance of their hours as temporary. This is not fair and provides little job security for those Teacher Aides;

A further concern raised by a significant number of Teacher Aides is the Government's decision to allocate the election commitment Teacher Aide hours (15,000 over 3yrs.) as temporary hours.

This has led to an unacceptable 26% of *Teacher Aides* now being temporary.

WHAT TEACHER AIDES ARE SAYING ABOUT THE IMPACT OF LOW HOURS:

- “I’m just getting deeper into debt trying to exist on 25 hours per week.”
- “When they say, ‘*no we are not maximising hours,*’ it really makes me feel that I’m not valued by the Principal and the school; certainly not the education system.”
- “It’s alright for those who make the decisions to not maximise the hours of existing permanent Teacher Aides – they all have full-time secure hours. They don’t know what it’s like to be stuck on low weekly hours.”
- “If I lose one hour because of enrolment changes or funding allocation, there goes my whole wage increase for the year, that isn’t fair – I have been doing this for twelve years!”

WHAT MEMBERS ARE SAYING ABOUT THE IMPACT OF LOW JOB SECURITY:

- “Just because I commenced at the start of 2009, my permanent hours are not guaranteed. I’m always worried and anxious because I lost hours last year”;
- “My permanent hours are made up of different buckets of funding; they can and DO change depending on funding allocations. This isn’t fair on dedicated Teacher Aides. *I thought permanent was permanent* like other permanent staff at school. We (Teacher Aide) permanents are treated like casuals”.

THE KEY ISSUES SURROUNDING TEACHER AIDES ARE AS FOLLOWS:

1. **Secure hours for all permanent Teacher Aides;**
2. **Mandatory maximisation of hours up to an acceptable level (not 25 hrs per week);**
3. **Decent wage increases – 2.5% doesn’t even keep us up with the cost of living;**
4. **The Election commitment Teacher Aide hours are ongoing and should be permanent hours not temporary.**