



AUSTRALIAN
EDUCATION
UNION

Victorian Branch

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29 August 2019

The Associate
Vice President Hatcher
Fair Work Commission
80 William Street
East Sydney NSW 2011

Dear Associate,

RE: C2013/6333 & AM2018/4576 – Applications by the Independent Education Union of Australia

As foreshadowed on 11 June 2019, the AEU - Victorian Branch seeks leave from the Full Bench to intervene in relation to the above matters.

The AEU – Victorian Branch seeks to make a brief written submission in the proceedings in support of the IEU applications.

The AEU-Victoria submits there is no prejudice to the parties in allowing our intervention.

We respectfully ask the Full Bench to accept the attached submissions in the proceedings.

Regards

A handwritten signature in black ink that reads "Martel Menz". The signature is written in a cursive, slightly slanted style.

Martel Menz
Deputy Secretary
Australian Education Union – Victorian Branch

FAIR WORK COMMISSION

MATTER NO: C2013/6333 - Applications by the Independent Education Union of Australia

AM2018/4576 - Applications by the Independent Education Union of Australia

Australian Education Union – Victorian Branch Submissions

1. The AEU – Victorian Branch supports the IEU applications and urges the Commission to find that there has been substantial work value change in the work of Teachers justifying a substantial increase in the rates of pay under the *Educational Services (Teachers) Award 2010 (MA000077)*.
2. The Victorian Branch of the AEU has coverage of early childhood teachers in Victoria except where they are employed by independent schools. The AEU coverage of early childhood teachers includes teachers who work in the long day care sector in Victoria. The AEU – Victoria therefore has members who will be affected by any Order made by the Commission in relation to the IEU's applications.
3. Officers of the AEU – Victorian Branch have given evidence in the proceedings including, Ms Martel Menz, Deputy Secretary and Ms Lily Ames, Deputy Vice President, Early Childhood.
4. AEU – Victorian Branch supports the applications of the IEU and the submissions filed by the IEU on 21 August 2019 and particularly notes the following submissions of the IEU applications:
 - a. "The current Award wage rates are wholly inadequate in that they do not reflect the work value of teachers. The Award needs to be amended accordingly to meet the modern award objective and the minimum wages objective."¹
 - b. "...the overwhelming evidence demonstrates that a teacher is a teacher, and that the work value of an ECT is no lower than that of other teachers (noting they have the same qualifications and in most locations a requirement to meet the exact same national teaching standards)."²
 - c. There have been '...significant changes in work value that have occurred for teachers over the last two decades.' 'First, substantially increased professionalism...', 'Second, the work is substantially more complex...' and 'Third, the work is more intense and demanding than it was.'³

Martel Menz
AEU – Victorian Branch
29 August 2019

¹ Form F46 - Application to vary a modern Award, 17 August 2018, [1]

² IEU Closing Submissions, 21 August 2019, [1].

³ Ibid, [140] and [143]-[145].